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Human resources management

Composition of the Secretariat

Report of the Secretary-General

Summary

The Secretary-General reports annually on the composition of the United Nations Secretariat, in accordance with requests made by the General Assembly in its resolutions on human resources management. The annual report provides an overview of the staff of the Secretariat by nationality, gender, grade and contractual status. The present report updates information on changes in the desirable ranges of Member States. Updated information is provided in relation to human resources demographics, analysing the main characteristics of the staff of the Secretariat, as well as the results of an inventory of staff skills.

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Abbreviations

DM	Department of Management
DM/OCSS	Office of Central Support Services
DM/OHRM	Office of Human Resources Management
DM/OPPBA	Office of Programme Planning, Budget and Accounts
DDA	Department for Disarmament Affairs
DESA	Department of Economic and Social Affairs
DGAACS	Department of General Assembly Affairs and Conference Services
DPA	Department of Political Affairs
DPI	Department of Public Information
DPKO	Department of Peacekeeping Operations
DPKO/FALD	Special Missions
ECA	Economic Commission for Africa
ECE	Economic Commission for Europe
ECLAC	Economic Commission for Latin America and the Caribbean
EOSG	Executive Office of the Secretary-General
ESCAP	Economic and Social Commission for Asia and the Pacific
ESCWA	Economic and Social Commission for Western Asia
HC/CHR	Office of the High Commissioner for Human Rights
ICJ	Registry of the International Court of Justice
ICSC	Secretariat of the International Civil Service Commission
ICTR	International Criminal Tribunal for Rwanda
ICTFY	International Criminal Tribunal for the Former Yugoslavia
INTORG	Inter-organization bodies: Joint Inspection Unit (JIU) Consultative Committee on Administrative Questions (CCAQ) International Computing Centre (ICC) Information Systems Coordination Committee (ISCC)
ITC	International Trade Centre UNCTAD/GATT
OCHA	Office of the Coordinator of Humanitarian Affairs
ODCCP	Office for Drug Control and Crime Prevention
OIOS	Office for Internal Oversight Services
OLA	Office of Legal Affairs
REGCOM	Regional Commissions Liaison Office
UNCC	United Nations Compensation Commission
UNCHS	United Nations Centre for Human Settlements

UNCTAD	United Nations Conference on Trade and Development
UNDP	United Nations Development Programme
UNEP	United Nations Environment Programme
UNFIP	United Nations Fund for International Partnerships
UNFCCC	United Nations Framework Convention on Climate Change
UNFPA	United Nations Population Fund
UNFSTD	United Nations Fund for Science and Technology for Development
UNHCR	Office of the United Nations High Commissioner for Refugees
UNICEF	United Nations Children's Fund
UNITAR	United Nations Institute for Training and Research
UNJSPF	Secretariat of the United Nations Joint Staff Pension Fund and the United Nations Staff Pension Committee
UNOIP	United Nations Office of the Iraq Programme
UNOG	United Nations Office at Geneva
UNON	United Nations Office at Nairobi
UNOPS	United Nations Office for Project Services
UNOV	United Nations Office at Vienna
UNRWA	United Nations Relief and Works Agency for Palestine Refugees in the Near East
UNU	United Nations University
WTO	World Trade Organization

I. Introduction

1. The annual report of the Secretary-General on the composition of the Secretariat is submitted in accordance with requests made by the General Assembly in its resolutions concerning human resources management. The most recent of these resolutions are 49/222 A of 23 December 1994, 51/226 of 3 April 1997, 52/219 of 22 December 1997 and 53/221 of 7 April 1999. The report provides an overview of the staff of the Secretariat by nationality, gender, grade and contractual status.

2. Section II of the report constitutes the traditional report on the composition of the Secretariat, continuing data series on which reporting has taken place over many years: it focuses in particular on staff in posts subject to geographical distribution. These data series facilitate the assessment of trends over time. Further to paragraph 4 of section IX of resolution 53/221 of 7 April 1999, the practice of showing the representation of staff according to major geographical groupings has been discontinued and countries are listed in alphabetical order.[1]

3. The attention of Member States is drawn to a companion report, the list of staff of the United Nations Secretariat (ST/ADM/R.53), which shows the composition of the Secretariat by organizational entity, functional title, grade and nationality.

4. Section III of the report updates information related to the system of desirable ranges, in particular for the annual changes which occur in the weighted ranges.

5. Section IV of the report responds to the request of the General Assembly, in paragraph 7 of section IX of its resolution 53/221 of 7 April 1999, that the Secretary-General take all necessary measures to ensure, at the senior and policy-making levels of the Secretariat, the equitable representation of Member States, especially those unrepresented and under-represented, in particular developing countries, in accordance with the relevant resolutions of the General Assembly.

6. Section V of the report updates information related to human resources planning. It analyses the main demographic characteristics of the staff of the Secretariat. It looks at trends and changes over time in that population and forecasts the expected staff requirements in view of anticipated retirements. A succinct analysis of an inventory of staff skills, started in 1998, has been included.

7. Data in the report is as of 30 June 1999, and refers to organizational entities in existence as of that date. Further information concerning gender issues is contained in the forthcoming report of the Secretary-General on the improvement of the status of women in the Secretariat.

II. Composition of the Secretariat

A. Staff of the United Nations

8. The authority of the Secretary-General to appoint staff derives from Article 101, paragraph 1, of the Charter of the United Nations, which states: "The staff shall be appointed by the Secretary-General under regulations established by the General Assembly".

9. A number of subsidiary programmes, funds and organs of the United Nations enjoy special status granted by the General Assembly for the appointment of their staff: United Nations Children's Fund (UNICEF); United Nations Development Programme (UNDP);

Office of the United Nations High Commissioner for Refugees (UNHCR); United Nations Relief and Works Agency for Palestine Refugees in the Near East (UNRWA); United Nations University (UNU); secretariat of the International Civil Service Commission (ICSC); Registry of the International Court of Justice (ICJ); International Trade Centre (ITC).

10. The principles governing the recruitment and employment of staff are derived from Article 101, paragraph 3, of the Charter, which states:

> "The paramount consideration in the employment of the staff and in the determination of the conditions of service shall be the necessity of securing the highest standards of efficiency, competence, and integrity. Due regard shall be paid to the importance of recruiting the staff on as wide a geographical basis as possible".

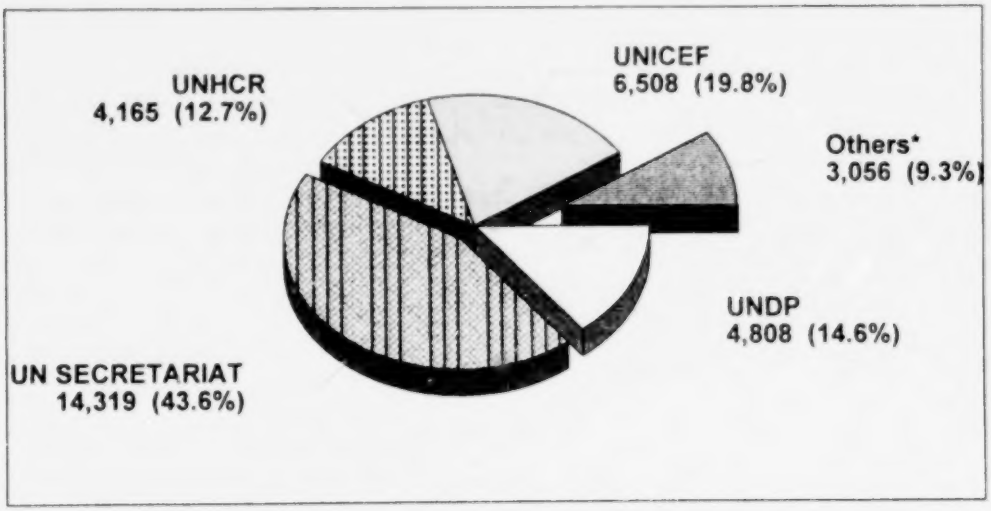
11. These principles apply to all the staff of the United Nations, including the staff of the secretariats of the above subsidiary programmes, funds and organs with special status in matters of appointment.

12. As of 30 June 1999, the total number of staff of the United Nations who hold appointments of one year or more was 32,856. Of this total, 14,319 staff are assigned to the Secretariat and 18,537 staff to other entities of the United Nations (see figure 1). With regard to sources of funding for the 14,319 staff of the Secretariat, the 1999 regular budget contains 8,741 authorized posts. As of 30 June 1999, 7,394 staff from the Secretariat and 331 staff from other entities encumber these posts (for further details about the composition of the staff by category and source of funds, see table A).

B. Staff recruited under the system of desirable ranges

13. Within the overall total of 32,856 staff who hold appointments of one year or more, a more limited group of staff of the Secretariat is recruited under the system of desirable ranges. The number of posts subject to geographical distribution, which is used to determine the desirable range for each Member State, is treated in section III of the present report. The staff concerned have been referred to as "staff on posts subject to geographical distribution"; they number 2,410. They are appointed by the Secretary-General for a period of at least one year to posts in the Professional and higher categories funded under the regular budget. Several categories of staff are excluded from the total for staff recruited under the system of desirable ranges: staff serving in the secretariats of subsidiary programmes, funds and organs with special status in matters of appointment; staff serving in peacekeeping posts, in posts specifically funded for mission service or in posts financed under the peacekeeping support account; staff in posts with special language requirements; staff in the Field Service and the General Service and related categories of staff (Trades and Crafts, Security and Safety Service, Public Information Assistants etc.) who are locally recruited; staff in posts for service limited to the United Nations Environment Programme (UNEP), the United Nations Centre for Human Settlements (UNCHS) or the Office for Drug Control and Crime Prevention (ODCCP); staff in posts financed on an inter-agency basis; staff on posts of technical cooperation projects; national officers on posts at United Nations information centres; staff on special leave without pay; and staff on secondment to other organizations.

Figure I
Staff of the Secretariat and other entities of the United Nations



* Comprising ICJ, ICSC, ITC, UNFPA, UNITAR, UNOPS, UNRWA, UNU; excluding staff of the UNFCCC secretariat and JIU inspectors.

Table A
Staff of the United Nations Secretariat and other entities, by category and source of funds, as of 30 June 1999

	Regular budget				*Extrabudgetary resources*				
Entity	*Professional and higher*	*Project personnel*	*General Service and related*	*Total*	*Professional and higher*	*Project personnel*	*General Service and related*	*Total*	*Grand Total*
United Nations Secretariat	2 861	14	4 519	7 394	1 443	745	4 737	6 925[a]	14 319
UNDP					618[b]	373[c]	3 817[d]	4 808	4 808
UNFPA					165	99	795	1 059	1 059
UNHCR	42	42	128	212	451	703	2 799	3 953	4 165
UNICEF					1 793[d]	666	4 049	6 508	6 508
UNITAR					12	4	3	19	19
UNOPS					142	1 166	212	1 520	1 520
UNRWA[e]	77		12	89	12			12	101
ITC[f]					62	30	93	185	185
ICSC					13	1	21	35	35
ICJ	9		21	30					30
UNU					18	21	68	107	107
Total	**2 989**	**56**	**4 680**	**7 725**	**4 729**	**3 808**	**16 594**	**25 131**	**32 856**[a]

[a] Including 19 Professional and 102 General Service staff against revenue producing accounts.

[b] Including staff charged to UNDP core budget.

[c] Including Junior Professional Officers, funds managed by UNDP and UNDP supplementary funds.

[d] Including National Officers and Field Service Officers.

[e] Excluding 18,957 Area staff.

[f] A number of posts in ITC are financed jointly by the United Nations from the regular budget and by WTO.

C. Representation of Member States

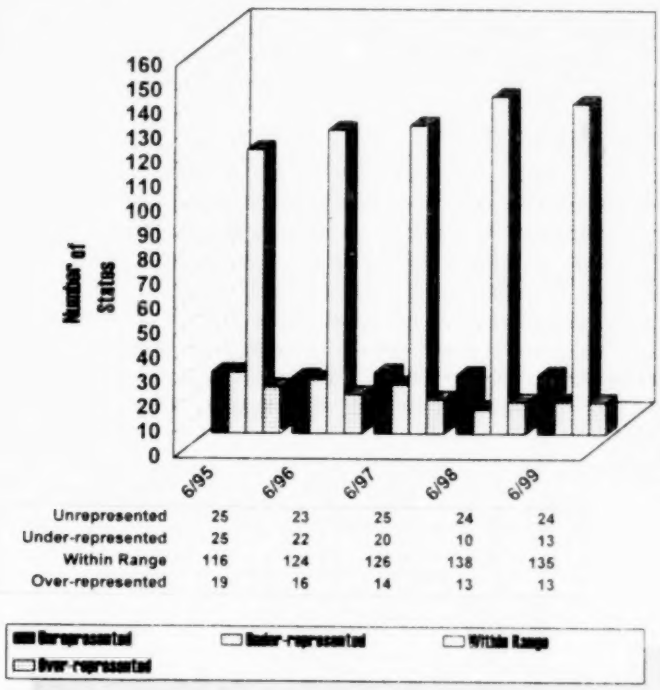
14. The representation of Member States in the staff of the Secretariat is assessed in conformity with the system of desirable ranges, as described in section III of the present report. As a result of the comparison of the number of their nationals in posts subject to geographical distribution with the specific desirable range established, each Member State is grouped into one of four categories: unrepresented, under-represented, within range and over-represented. A Member State is "unrepresented" when none of its nationals occupy a post subject to geographical representation; it is "under-represented" when the number of its nationals in such posts is below the lower limit of the desirable range; it is "within range" when the number of its nationals in such posts is within the upper and lower limits of the desirable range; and it is "over-represented" when the number of its nationals in such posts exceeds the upper limit of the desirable range.

15. As of 30 June 1999, 24 Member States were unrepresented (the same number as in June 1998): Andorra, Azerbaijan, Bahrain, Bosnia and Herzegovina, Brunei Darussalam, Guinea-Bissau, Kuwait, Kyrgyzstan, Lao People's Democratic Republic, Liechtenstein,

Maldives, Marshall Islands, Federated States of Micronesia, Monaco, Mozambique, Palau, Republic of Moldova, San Marino, Sao Tome and Principe, Solomon Islands, Tajikistan, Turkmenistan, Uzbekistan, Vanuatu. Thirteen Member States were under-represented, compared with 10 in June 1998: China, Democratic People's Republic of Korea, Denmark, Germany, Indonesia, Italy, Japan, Kazakhstan, Norway, Portugal, Saudi Arabia, Slovenia, United Arab Emirates. Thirteen countries were over-represented (the same number as in June 1998): Cameroon, Canada, Chile, Ethiopia, India, Pakistan, Peru, Philippines, Poland, Russian Federation, Thailand, Trinidad and Tobago, Ukraine. All other Member States are within range.

16. Figure 2 illustrates the evolution of the representation of Member States in terms of staff appointed under the system of desirable ranges for the five-year period 1995 to 1999.

Figure 2
Representation of Member States



17. Table 1 of the annex presents for each Member State, by grade and gender, all staff on posts subject to geographical distribution, compared with the mid-point of the desirable range and the range itself. Table 2 of the annex presents for each Member State, as of 30 June 1998 and 30 June 1999, for staff on posts subject to geographical distribution, a breakdown by type of appointment. Table 3 of the annex presents appointments of staff to posts subject to geographical distribution for the period 1 July 1998-30 June 1999, by nationality, grade and gender. Table 4 of the annex presents appointments and separations of staff to/from posts subject to geographical distribution for the same period, by nationality, type of appointment and gender.

D. Representation of Member States at the senior and policy-making levels

18. By paragraph 7 of section IX of its resolution 53/221, the General Assembly requested that the Secretary-General take all necessary measures to ensure, at the senior and policy-making levels of the Secretariat, the equitable representation of Member States, especially those unrepresented and under-represented, in particular developing countries, in accordance with the relevant resolutions of the General Assembly, and to include relevant information thereon in all future reports on the composition of the Secretariat.

19. The senior and policy-making levels are defined as staff at the Principal Officer (D-1) grade and above.

20. Section IV of the present report provides an analysis of the measures taken to ensure equitable representation at the senior and policy-making levels. Table B includes data on the representation of developing countries and other countries for all staff subject to geographical distribution appointed at the D-1 grade and above, for all such staff appointed at the D-2 grade and above, and for all staff appointed at the grade of Assistant Secretary-General and above (for more detailed information on the representation of individual Member States at the senior and policy-making levels, see tables 1, 3 and 9 of the annex).

E. Gender representation

21. Since the forty-fifth session of the General Assembly, the Secretary-General has been reporting on efforts to increase the number of women in posts subject to geographical distribution in the Secretariat, particularly in senior and policy-making posts (see Assembly resolution 45/239 C, paras. 2-5). During the period 1 July 1995 to 30 June 1999, the number of female staff members at the D-1 grade and above increased from 57 to 92 , an increase of 61.4 per cent. Table 5 of the annex sets out staff in posts with special language requirements, by nationality, grade and gender. Table C shows the number of female staff appointed to posts subject to geographical distribution as a percentage of total female staff for the five-year period 1995-1999: as of 30 June 1999, the number of female staff members appointed to posts subject to geographical distribution was 919, or 38.1 per cent of the total.

Table B

Distribution of staff subject to geographical distribution among developing and other countries (1995-1999)

Group	*Year*	*Combined desirable ranges*	*Group mid-point*	*Per-centage*	*Number of staff*	*Per-centage*	*Number at D-1 and above*	*Per-centage*	*Number at D-2 and above*	*Per-centage*	*Number at ASG and above*	*Per-centage*
Developing countries	1995	890–1 204	1 047.0	38.8	1 114 (356)[a]	44.6 (41.7)	158 (20)[a]	47.7	49 (5)[a]	46.2	19 (2)[a]	55.9
	1996	907–1 227	1 067.0	39.5	1 118 (366)	44.8 (41.6)	159 (21)	48.3	51 (5)	47.7	21 (1)	58.3
	1997	907–1 227	1 067.0	39.5	1 082 (369)	44.2 (41.1)	144 (22)	46.7	44 (4)	46.3	18 (1)	56.3
	1998	872–1 179	1 025.4	39.4	1 048 (362)	44.0 (41.1)	150 (32)	48.1	53 (6)	51.5	23 (2)	59.0
	1999	846–1 144	994.8	38.3	1 024 (369)	42.8 (40.3)	151 (43)	47.9	53 (9)	49.1	23 (2)	57.5
Other countries	1995	1 405–1 901	1 653.0	61.2	1 385 (498)	54.4 (58.3)	173 (36)	52.3	57 (12)	53.8	15 (2)	44.1
	1996	1 388–1 878	1 653.0	60.5	1 380 (513)	55.2 (58.4)	170 (38)	51.7	56 (11)	52.3	15 (1)	41.7
	1997	1 388–1 878	1 633.0	60.5	1 366 (529)	55.8 (58.9)	164 (40)	53.2	51 (11)	53.7	14 (2)	43.7
	1998	1 338–1 811	1 574.5	60.6	1 336 (519)	56.0 (58.9)	162 (47)	51.9	50 (13)	48.5	16 (3)	41.0
	1999	1 364–1 845	1 605.8	61.7	1 371 (546)	57.2 (59.7)	164 (49)	52.1	55 (12)	50.9	17 (3)	42.5
Total	1995	2 295–3 105	2 700.0	100.0	2 499 (854)	100.0 (100.0)	331 (56)	100.0	106 (18)	100.0	34 (4)	100.0
	1996	2 295–3 105	2 700.0	100.0	2 498 (879)	100.0 (100.0)	329 (59)	100.0	107 (18)	100.0	36 (2)	100.0
	1997	2 295–3 105	2 700.0	100.0	2 448 (898)	100.0 (100.0)	308 (62)	100.0	95 (15)	100.0	32 (3)	100.0
	1998	2 210–2 990	2 600.0	100.0	2 384 (881)	100.0 (100.0)	312 (79)	100.0	103 (19)	100.0	39 (5)	100.0
	1999	2 210–2 990	2 600.0	100.0	2 395 (915)	100.0 (100.0)	315 (92)	100.0	108 (21)	100.0	40 (5)	100.0

Source: *World Economic and Social Survey 1998* (United Nations publication, Sales No. E.98.II.C.1).

[a] Number of female staff members.

Table C
Female staff in posts subject to geographical distribution as a percentage of all staff, 30 June 1995-30 June 1999

Year	*1995*	*1996*	*1997*	*1998*	*1999*
Total staff	2 515	2 514	2 461	2 400	2 410
Total female staff	857	882	901	885	919
Percentage female staff	**34.07**	**35.08**	**36.61**	**38.87**	**38.13**

22. The number and percentage of female staff, as compared to total staff at each grade in the Professional and higher categories, in posts subject to geographical distribution and in posts with special language requirements, are presented in table D. The table compares data for 1989 and 1999. The percentage of female staff in posts subject to geographical distribution has risen from 26.9 per cent to 38.1 per cent of the total staff in such posts over the decade. The comparable percentage for female staff in posts with special language requirements has increased from 34.2 per cent to 38.1 per cent.

Table D
Number and percentage of female staff as compared to total staff at each grade in posts subject to geographical distribution and in posts with special language requirements, 1989 and 1999

	Geographical posts				*Language posts*[a]			
	1989		*1999*		*1989*		*1999*	
Level	*No. of female staff*	*Percentage*	*No. of female staff*	*Percentage*	*No. of female staff*	*Percentage*	*No. of female staff*	*Percentage*
USG	2	8.3	2	8.7				
ASG	0	0.0	3	17.6				
D-2	7	8.2	16	23.2				
D-1	15	6.4	71	34.3				
P-5	64	13.5	143	31.6	41	28.7	53	40.2
P-4	170	24.5	254	36.6	121	35.5	126	36.2
P-3	263	40.3	275	44.3	136	36.4	119	36.7
P-2	141	44.9	155	47.5	26	28.9	24	57.1
P-1	17	58.6						
Total	**679**	**26.9**	**919**	**38.1**	**324**	**34.2**	**322**	**38.1**

[a] Language posts are from P-1 to P-5 only.

23. Table 3 of the annex sets out details on the 123 appointments to posts subject to geographical distribution for the period 1 July 1998 to 30 June 1999, by nationality, grade and gender. Table E presents a breakdown of the 123 appointments, by gender, indicating the percentage of total appointments by gender and the number of nationalities appointed at each grade in the Professional and higher categories.

Table E

Number of appointments of staff subject to geographical distribution between 1 July 1998 and 30 June 1999, by gender, indicating the percentage of total appointments and the number of nationalities appointed at each grade

	Female			*Male*		
	Number of female staff appointed	*Percentage of total appointments*	*Number of nationalities represented*	*Number of male staff appointed*	*Percentage of total appointments*	*Number of nationalities represented*
USG						
ASG						
D-2	6	60.0	6	4	40.0	4
D-1	2	28.6	2	5	71.4	4
P-5	3	25.0	3	9	75.0	8
P-4	11	36.7	9	19	63.3	15
P-3	11	45.8	8	13	54.2	11
P-2	24	60.0	13	16	40	12
P-1	0	0.0	0	0	0.0	0
Total	**57**	**46.3**	**32[a]**	**66**	**53.7**	**39[a]**

[a] Multiple appointments of staff have been made for some nationalities.

24. Table 8 of the annex presents five sets of data on the gender distribution of staff in the Secretariat, by department or office, as of 30 June 1999. Table 8.A shows the situation for staff in the Professional and higher categories in posts subject to geographical distribution, by grade. Table 8.B presents comparable data for staff in posts with special language requirements. Table 8.C shows aggregate data for staff in posts subject to geographical distribution and staff in posts with special language requirements. Table 8.D contains data on staff in the General Service and related categories, by gender. Table 8.E summarizes the situation of the 4,304 staff in the Professional and higher categories, by department or office, grade and gender.

F. Recruitment activities

25. During the period 1 July 1998 to 30 June 1999, 123 appointments were made under the system of desirable ranges. Of this total, as detailed in table 3 of the annex, 20 appointments (16.1 per cent) were of nationals of under-represented Member States; 97 (78.9 per cent) were of nationals of Member States that were within range; and 5 (4.1 per cent) were of nationals of over-represented Member States; one was of a national of a non-Member State.

26. Of the total of 123 appointments, 47 (38.2 per cent) were candidates who were successful in national competitive examinations for posts at the P-2 and P-3 levels; 25 (53.2 per cent) of the successful candidates in the examinations were women. Two cartographers were recruited at the P-2 level from a special examination.

27. In 1999, competitive examinations were held in 24 countries (Azerbaijan, Bolivia, Central African Republic, Denmark, Dominican Republic, Fiji, Finland, Germany, Italy,

Japan, Kyrgyzstan, Marshall Islands, Palau, Paraguay, Portugal, Republic of Moldova, San Marino, Slovenia, Solomon Islands, Spain, Suriname, Sweden, Turkmenistan and Uzbekistan). Fifty-eight candidates from the 1998 examinations were successful: 26 have already been placed, 26 are on the roster and six candidates were not available.

28. Of the total of 123 appointments, 57 (46.3 per cent) were women, 21 of whom were from developing countries.

29. Further to paragraph 17 of section V of General Assembly resolution 53/221, all 11 appointments at the P-2 level to posts requiring special language competence were made as a result of a successful competitive examination.

30. Table 6 of the annex presents data on staff in the Professional and higher categories who have been appointed specifically for mission service, by nationality, grade and gender, as of 30 June 1999, compared with the situation a year earlier.

III. System of desirable ranges for the geographical distribution of staff

31. Changes in the representation status of a Member State may result from several factors: the appointment or separation of staff; adjustments of the desirable range because of an increase or decrease in the number of posts subject to geographical distribution; changes in the number of Member States; changes in the scale of assessments; changes in population; and changes in the status of individual staff members (such as departure on secondment or special leave without pay, return from secondment or special leave, or change in nationality).

32. The criteria governing the system of desirable ranges were set out in section III of document A/53/375 of 11 September 1998.

33. At the beginning of 1999, the post count for the calculation of the desirable ranges decreased to 2,564. As the decrease was less than 100 and had not reached a level under 2,500, no adjustment was made to the current base figure of 2,600. Table 7 of the annex sets out data pertinent to the application of the system of desirable ranges for the geographical distribution of staff. It also presents the weighted distribution of staff and the weighted staff position for each Member State, in points.

34. The weighted range, mid-point and staff position data for each Member State are presented in table 7 of the annex. As indicated in table F, the percentage of total staff by grade (column 2) is applied to the base figure of 2,600 (column 3). The resultant figure is weighted by the gross salary per annum in thousands of dollars (column 4) to produce a weighted base figure (column 5). As of 30 June 1999, the weighted average value of each post is 73.46 points (191,019 / 2,600). Accordingly, the weighted membership factor is 76,408 points (40 per cent of 191,019), the weighted population factor is 9,551 points (5 per cent) and the weighted contribution factor is 105,060 points (55 per cent). The above figures represent the global situation: for each Member State a separate calculation on the same basis results in an individual weighted base figure. The weighted mid-point in table 7 of the annex represents the sum of the weighted membership population and contribution factors: the weighted range is calculated as ± 15 per cent upwards and downwards (but not less than 353 points up and down [4.8 x 73.46]), with the upper limit being not less than 1,029 points [14 x 73.46). The weighted staff position for each Member State comprises the total number of staff of that country by grade, multiplied by the gross salary per annum by grade.

Table F
Methodology for deriving weighted ranges

Grade	*No. of staff members (1)*	*Percentage of total staff (2)*	*Percentage applied to base figure (3)*	*Gross salary per annum[a] (thousands of US$) (4)*	*Weighted base figure (5)*
USG	23	0.954	24.81	151	3 747
ASG	17	0.705	18.34	138	2 531
D-2	69	2.863	74.44	112	8 337
D-1	207	8.589	223.32	100	22 332
P-5	453	18.797	488.71	88	43 007
P-4	694	28.797	748.71	73	54 656
P-3	621	25.768	669.96	59	39 528
P-2	326	13.527	351.70	48	16 882
P-1	0			36	
Total	**2 410**	**100.000**	**2 600.00**		**191 019**

[a] Salary scale effective 1 March 1999.

IV. Measures to ensure the equitable representation of Member States at the senior and policy-making levels

35. In response to paragraph 7 of section IX of General Assembly resolution 53/221, data was compiled for the deployment of senior officials appointed under the system of desirable ranges. These officials include Under-Secretaries-General (USG), Assistant Secretaries-General (ASG), Directors (D-2) and Principal Officers (D-1) assigned over a period of four years from 30 June 1995 to 30 June 1999. The appointment of staff at these senior level posts during the reference period are reflected in table 9 of the annex, which includes a breakdown by country of nationality.

36. In deciding on appointments at the senior and policy-making levels, the Secretary-General takes into account primarily the qualifications and experience of candidates for USG and ASG and higher levels, with due importance given to considerations for equitable regional representation. Positions at the D-1 and D-2 levels are circulated internally and externally under the vacancy announcement system. This allows for due consideration of career development for existing staff in the Secretariat under staff regulation 4.4, without prejudice to the recruitment of outside candidates.

37. Appointments to the D-2 level are made by the Secretary-General on the advice of a Senior Review Group and at the D-1 level from the Appointment and Promotion Board. The Group and the Board are fully informed of the representation of Member States in the Secretariat when reviewing the cases submitted for advice. The Office of Human Resources Management (OHRM) ensures that special attention is given by these advisory bodies to candidates from unrepresented and under-represented nationalities.

38. OHRM continues its efforts to reach the largest pool of candidates possible by circulating posts at the P-5, D-1 and D-2 levels externally as well as internally. Vacancy announcements are also published on the Internet, which has resulted in unprecedented

numbers of applicants from around the world. Unrepresented countries are being requested to draw the attention of potential candidates to vacancy announcements; executive searches are conducted by OHRM and programme managers. Such measures help to meet the staffing needs of the Organization and to identify and attract candidates for posts at the senior and policy-making levels.

V. Human resources demographics

39. The requirements of global human resources planning and the need to track trends in the workforce of the Secretariat justify a review of Secretariat staff in a broader perspective. The presentation and analysis below covers all Secretariat staff holding an appointment of one year or more, irrespective of their category, their type of appointment and their source of funding.[2] Secretariat-wide data, as of 30 June 1999, and projections for the period 1999 to 2003, have been drawn from the database of the Integrated Management Information System (IMIS).

A. Demographic profile of Secretariat staff

Staff by category and grade

40. After declining between 1996 and 1998, staff numbers have increased slightly since July 1998 (see figure 3), as recruitments have exceeded separations by 12 per cent. Within the general picture of an increase in staff numbers in the Professional category as a whole, the number of staff at the P-2 grade has declined since 1997 by 10 per cent. The number of P-2 staff on posts subject to geographical distribution shows a sharper downward trend. In the General Service category, the number of staff at the G-1 to G-4 levels has decreased by 12.5 per cent since 1996.

41. The reduction since 1998 of posts funded under the regular budget has led to a decrease of staff against such posts by 6.1 per cent. This has coincided with an increase by 26 per cent of staff against posts funded from extrabudgetary sources. Eleven departments/offices[3] have seen their staffing levels reduced during the last year, the most significant reductions being in OCHA (-28 per cent) and OHCHR (-14 per cent). In nine departments/offices[4] staff strength has increased, notably DPKO/FALD (+56 per cent), UNCC (+31 per cent), UNOIP (+20 per cent) and UNCHS (+14 per cent). No noticeable changes in staff numbers have occurred in the other 11 departments/offices.[5] Some of the changes in staffing levels were a result of reorganization or structural adjustments in programmes (e.g. OCHA, ODCCP, OHCHR).

42. Figures 4 and 5 show a pear-shaped grade pyramid for staff in the Professional and General Service categories. For Professionals, this is the result of the concentration of staff at the P-3 and P-4 grades, as against a small P-2 base. For the General Service and related categories, the pyramid confirms that a majority of staff either enter directly at the G-4 level or quickly reach this level; otherwise, the General Service grade pyramid confirms a standard distribution of staff.

Staff by department/office

43. Figure 6 shows the breakdown of staff by department and/or office. More than 61 per cent of all Secretariat staff serve in 11 departments and offices.[6] The largest office away from headquarters is the United Nations Office at Geneva (9.8 per cent of all staff). Staff

at United Nations Headquarters in New York represent 45 per cent of total Secretariat staff; the other 55 per cent serve in seven overseas offices (Geneva, Nairobi, Vienna, Bangkok, Addis Ababa, Santiago and Beirut) and in field missions. Staff in the Professional and higher categories in New York constitute 45 per cent of all Professional staff.

Figure 3
Secretariat staff by category, 30 June 1999

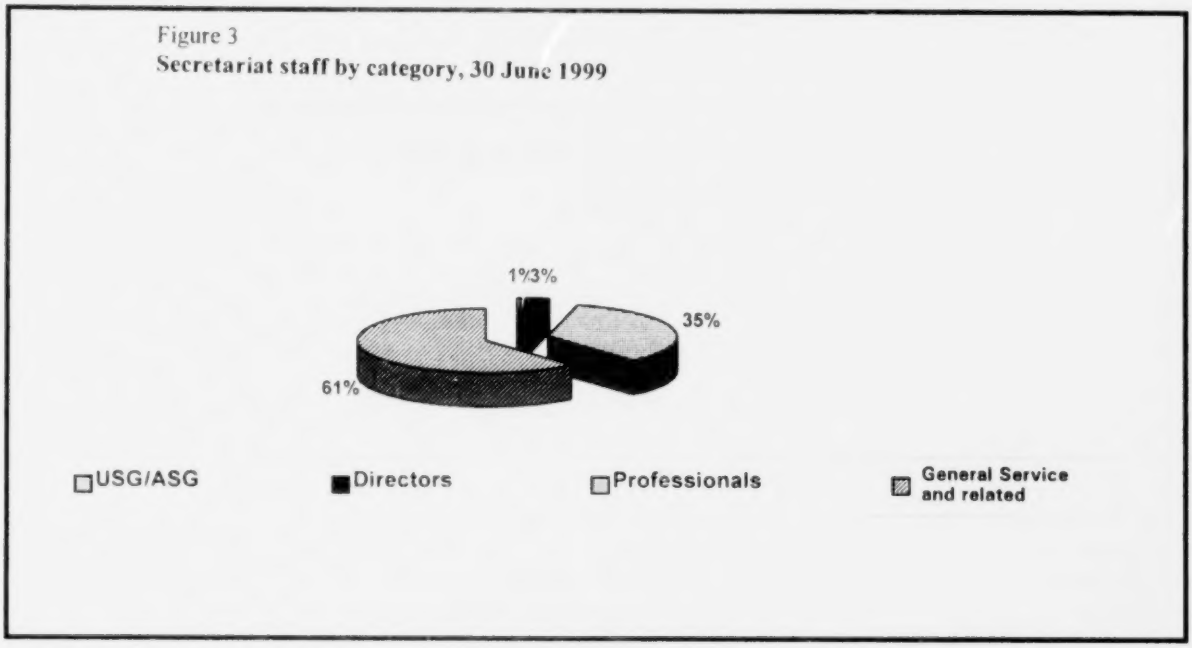


Figure 4
Grade pyramid (Professional and Director categories), 30 June 1999

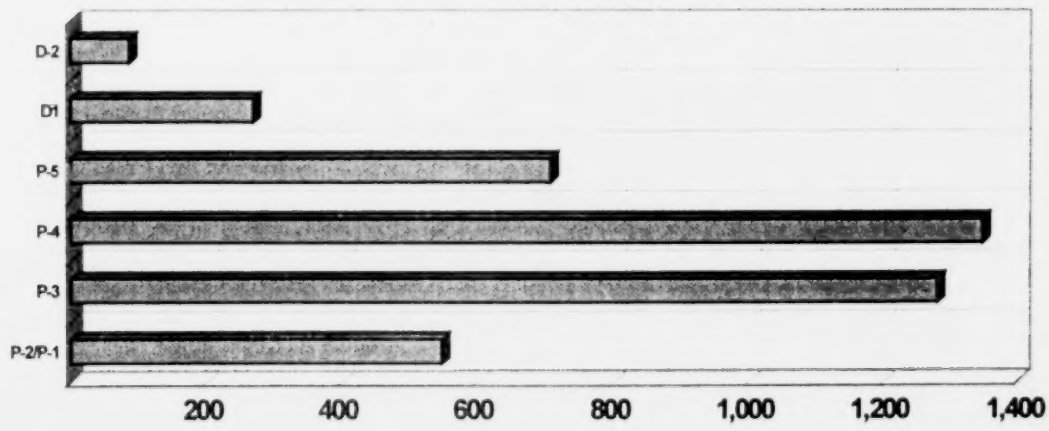


Figure 5
Grade Pyramid (General Service), 30 June 1999)

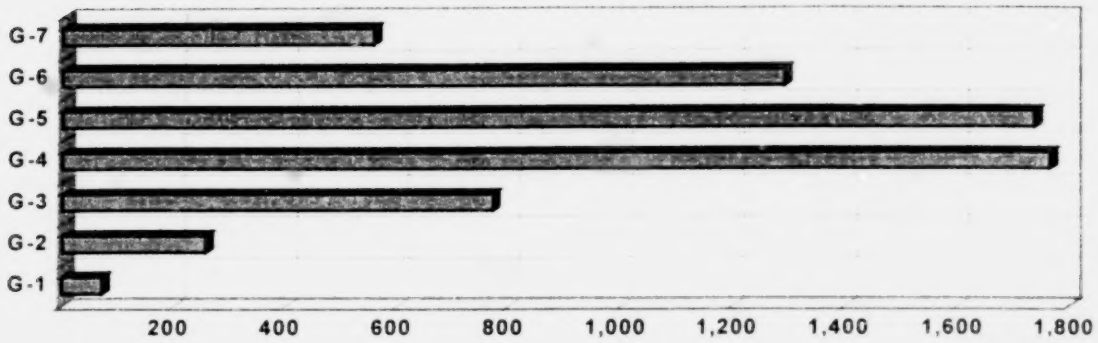
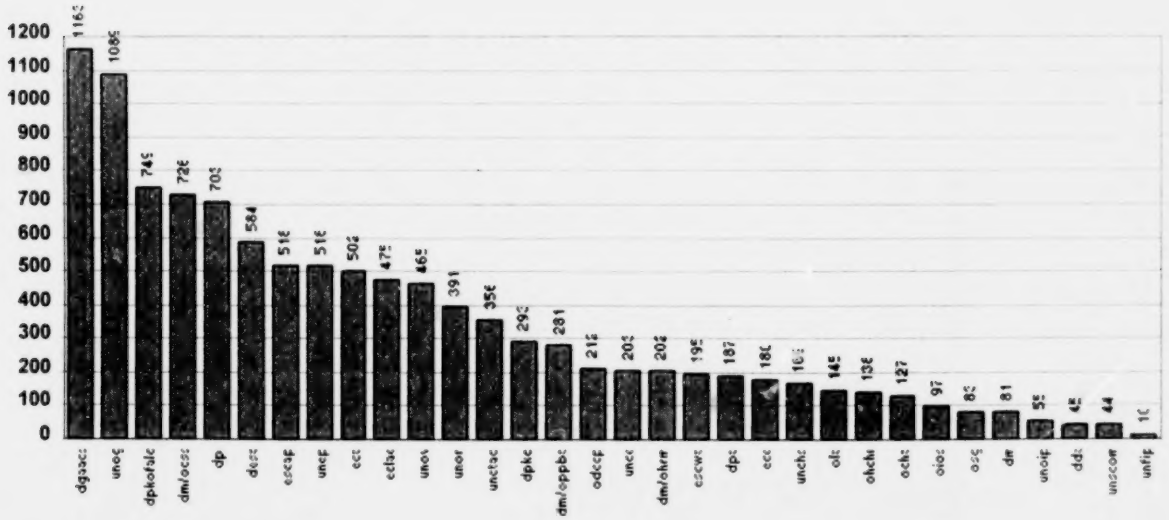


Figure 6
Staff by department, 30 June 1999



Staff by nationality

44. Seventy-two per cent of all Secretariat staff come from 24 Member States, while the other 164 Member States (87 per cent) account for the remainder. Five Member States each total more than 400 staff members.[7] The inclusion of staff in the General Service and related categories increases staff representation from countries hosting headquarters and/or other major offices and regional commissions (Austria, Chile, Ethiopia, Lebanon, Kenya, Switzerland, Thailand and the United States of America). Changes in staff numbers between 1998 and 1999 have affected the representation of several Member States: 13 countries have increased their numbers of nationals serving in the Secretariat by more than 10 people since 1 July 1998.[8] Three countries[9] have decreased their representation since last year, while 17 Member States remain unrepresented[10] in all staff categories, a number unchanged since the previous year. Nationals from five unrepresented Member States[11] were recruited over the reference period, while staff members from 139 countries separated from the Organization.

Staff by gender

45. The global gender distribution of Secretariat staff shows an almost evenly balanced male/female staff distribution (50.7/49.3). The near gender equality situation for all staff disguises differences in female representation by category and by department or office. The two most senior grades of the Secretariat (USG and ASG) continue to have a low female staff representation (13 per cent). Female staff numbers also remain low in the Director category (26.3 per cent). In the Professional category as a whole, the proportion of female staff is 37.1 per cent (up 1 per cent since 1998); it is higher at entry levels (P-2/P-3), where the numbers come close to the General Assembly mandate of gender equality. Female staff constitute the majority (61 per cent) in the General Service and related categories. Three specific groups have very low female staffing: the Field Service (31 per cent), the Security and Safety Service (5.8 per cent) and the Trades and Crafts Category (3.6 per cent).

46. The ratio of female to male staff in nearly all departments and offices continues to fall short of the mandated goal of the General Assembly. At the present rate of increase of female representation, the Secretariat will not reach gender equality in the Professional and higher categories before the year 2012.

47. Figure 7 indicates that two offices[12] have achieved gender equality in the Professional and higher categories. Nine departments and offices[13] come close to the mark, with between 40 and 49 per cent female staff. Eleven departments and offices[14] have between 30 per cent and 39 per cent women professionals, and nine departments and offices[15] have less than 30 per cent female staff professionals.

Staff by appointment type

48. The share of permanent appointments compared to other types of contracts in the Secretariat is illustrated in figure 8. The proportion of permanent appointments differs by category (60 per cent of Directors, 57 per cent of Professionals and 49 per cent of the General Service and related staff). They account for two thirds of the staff under regular budget funds, while the opposite is true for staff under extrabudgetary funding. The ratio of permanent and fixed-term appointments varies across departments and offices: UNCC and UNEP have the fewest permanent appointees as opposed to DGAACS and UNCTAD (over 70 per cent of permanent contracts). The share of fixed-term appointments has increased from 40.4 per cent in 1998 to 42.4 per cent in 1999. The current percentage of

permanent appointments for posts subject to geographical distribution (68.2 per cent) has dropped below the ceiling set by the General Assembly.

Figure 7
Female staff representation (%) in the Professional and higher categories, 30 June 1999

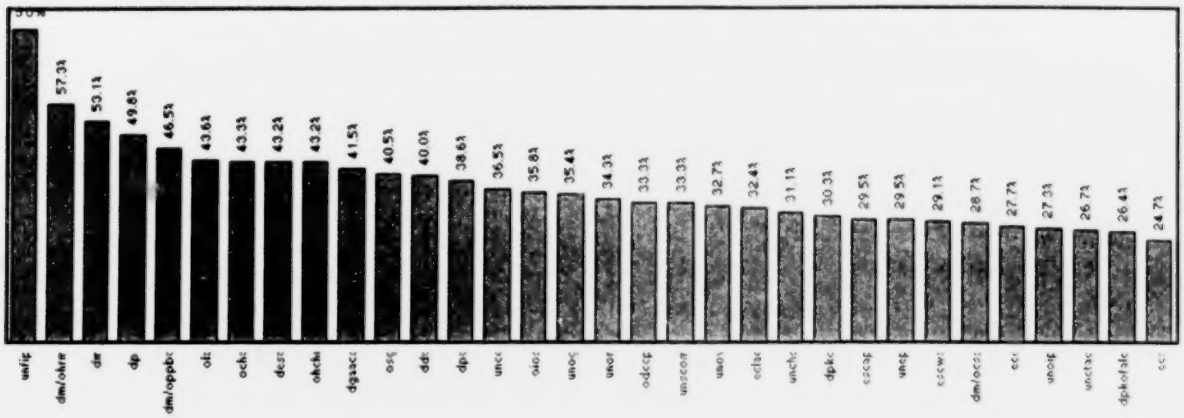


Figure 8
Staff distribution by appointment type, 30 June 1999

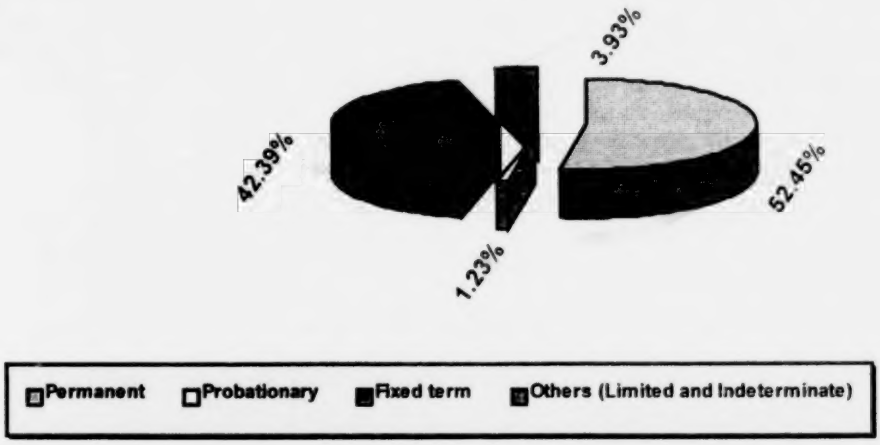


Figure 9
Male-female staff age pyramid, 30 June 1999

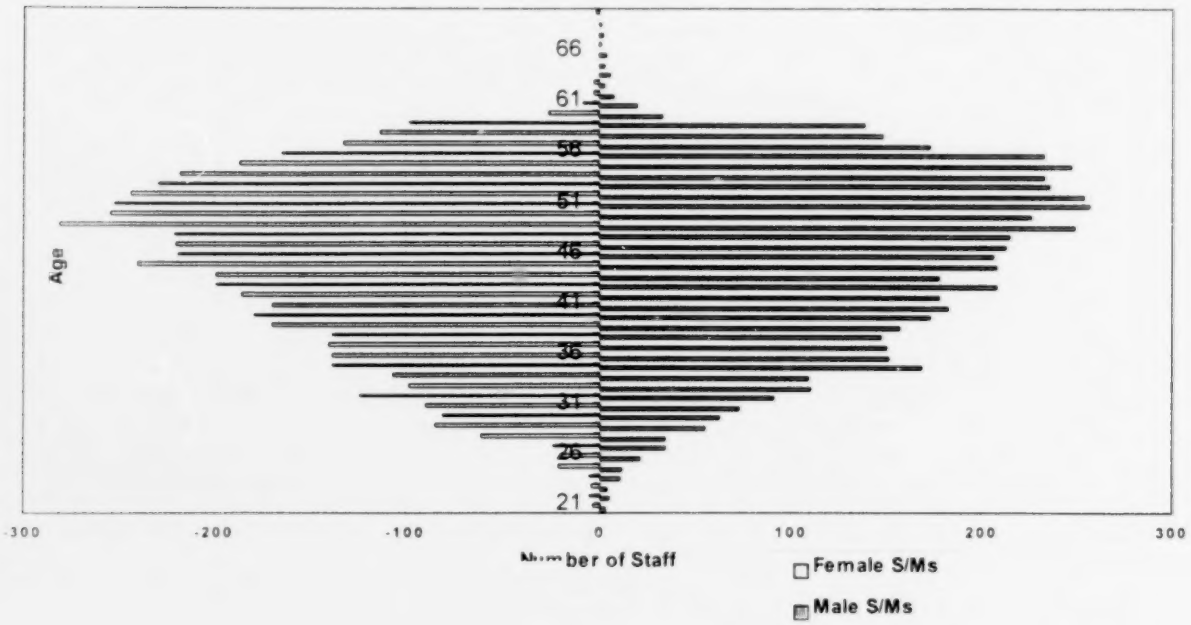
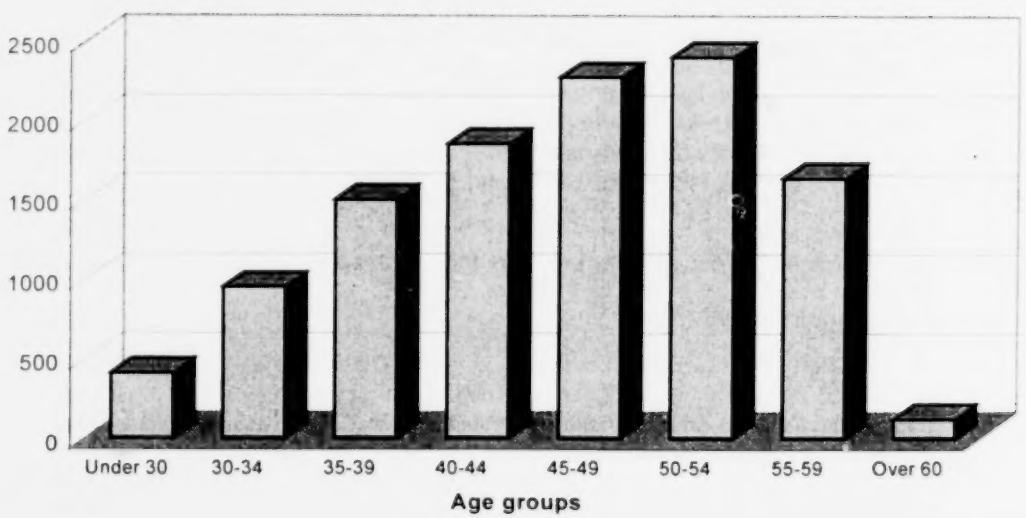


Figure 10
Age groups in the Secretariat, 30 June 1999



Staff by age

49. As of 30 June 1999, the average staff age was 45.6 years, an increase by 0.1 years since 1998. Fifty-eight per cent of the Secretariat staff is older than 45 years, 26 per cent is younger than 40 and only 4 per cent is younger than 30. This pattern is illustrated in figures 9 and 10. Besides USGs/ASGs, the highest average age (53.8 years) is in the category of Directors. The average staff age of Professionals as a whole is 46 years. Staff in the Professional category have a relatively high average age at entry level (38.1 years at the P-2 level). In the General Service and related categories, the average age is 44.7 years.

50. The average age of male staff exceeds that of female staff by one year. For staff holding permanent appointments, UNCC (37.7 years) and UNOIP (39.9 years) have the lowest overall average staff age in the Secretariat, while ECA (48.8 years) and DDA (48.4 years) have the highest. The youngest Directors are found in UNON (44 years) and in UNOIP (48 years), the oldest in DDA (59 years) and in UNCHS (57.3 years). Professionals with the youngest average age work in UNCC (36.5 years), the oldest in ESCWA (50.2 years) and ECA (51 years).

51. The low numbers of staff under 40 years of age are of special concern. Younger staff in the Professional category mainly occupy the P-2/P-3 entry grades. Low retirement numbers, combined with static post levels, result in low replacement and recruitment possibilities. Low rates of recruitment of junior staff tend to increase average staff age.

Staff by length of service

52. Length of service is an indicator of experience in the Organization. The overall average length of service for staff with permanent appointments is 18.8 years (23 years for Directors, 16.2 years for Professionals and 20.5 years for staff in the General Service and related categories). The average length of service also varies throughout the Organization, from ODCCP (15.5 years) and UNOIP (16 years) to ECA (22.5 years) and ECLAC (22.8 years). A lower than average service duration may reflect a younger staff population, more recent recruits, a higher staff turnover rate or a combination of these factors. Higher than average length of service reflects an older population with a lower turnover rate. Average length of service of staff with permanent appointments has increased by 0.8 years since 1998. Average length of service of staff holding a fixed-term appointment of one year or more is 6.6 years. Longer service time for Directors correlates with their higher average age. A lower service time for Professionals as a whole is associated with higher turnover rates for fixed-term appointees, with shorter career expectations.

B. Movement of Secretariat staff (1 July 1998 to 30 June 1999)

Recruitment of staff

53. Figure 11 illustrates that between 1 July 1998 and 30 June 1999, 2,424 staff were recruited in the Secretariat (47.7 per cent being initial appointments and 52.3 per cent reappointments). Recruitment by category is consistent with the existing staff breakdown by category: 2.3 per cent of staff were recruited into the categories of Directors and above, 41.7 per cent into the Professional category and 56 per cent into the General Service and related categories. Three hundred and sixty-seven recruitments at the P-1/P-2 levels accounted for 15 per cent of all recruitments and for more than a third of recruitments in the Professional category. Women accounted for 43.5 per cent of all recruited staff. In the

Figure 11
Recruitments 1998-1999 by gender (all appointments and reappointments)

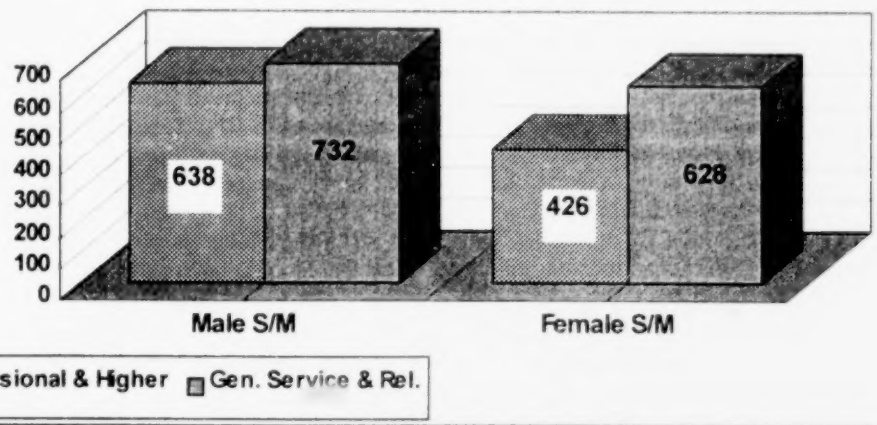
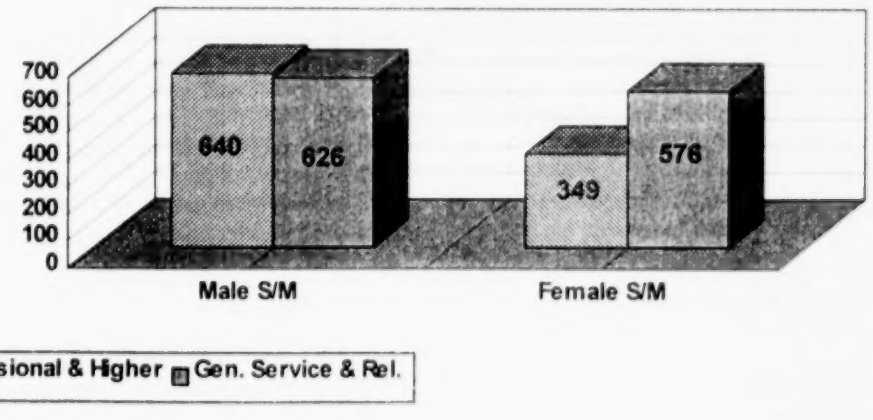


Figure 12
Separations 1998-1999 by gender (all separations)



General Service and related categories, the departments and offices recruiting most staff were UNOG, ECA and DPKO/FALD, followed by DGAACS, DPI, ECLAC and ESCWA. In the Professional and higher categories, DPKO/FALD, DPI and UNCC each recruited more than 50 staff. Eleven departments[16] recruited 10 or more P-2 staff. Recruitments comprised short-term appointments (54 per cent for missions), fixed-term appointments (25.4 per cent) and appointments of limited duration (14.5 per cent), with only 2.1 per cent for probationary appointments.

Separation of staff

54. Between 1 July 1998 and 30 June 1999, 2,159 staff separated (see figure 12). Separations mirrored the distribution of staff by category and level (3.5 per cent Directors, 41 per cent Professionals and 53.5 per cent staff in the General Service and related categories). Separations of female staff accounted for 42.2 per cent of all staff departures. The majority of staff separated from UNOG, DPKO/FALD, ECA, DPI, DGAACS and ECLAC. There were 272 separations[17] of P-2 staff, 39 of which were resignations. The non-extension of short-term mission appointments and fixed-term appointments was the main cause for separations.

55. Two hundred and ninety-eight staff resigned between 1 July 1998 and 30 June 1999; 176 staff retired. Twelve Directors resigned, compared with 113 staff in the Professional category as a whole and 161 staff in the General Service and related categories. A third of the resignations in the Professional category were by staff at the P-2 level, most of whom were on fixed-term contracts or appointments of limited duration. In 1999, OHRM has instituted mandatory exit questionnaires for staff separating from the Organization in order to ascertain the specific reasons for staff leaving the United Nations, particularly at the lower levels of the Professional category.

Promotion of staff

56. Promotions are defined as movements of staff from one grade to that immediately above and/or from one category of staff to the category immediately above. Between 1 July 1998 and 30 June 1999, 792 staff were promoted in the Secretariat. The comparison of the number of promoted staff during a year and the total number of active staff at the beginning of the year is called the promotion index. The promotion index for Secretariat staff in 1998-1999 was 7.1 per cent (up from 3.3 per cent in 1997-1998). Gender distribution of the promotions showed a 55/45 proportion in favour of women staff (37 per cent of the promotions in the Director category, 50 per cent for the Professional staff and 63 per cent for the General Service and related staff). UNOG (89), DGAACS (87), DESA (62) and DM/OCSS (60) had the most promotions in 1998-1999; ECA and OSG had the lowest number of promotions.

Transfer of staff

57. Transfers are defined as lateral staff movements, with a change of assignment involving two departments/offices at one or more duty stations. During the reference period, there were 190 transfers Secretariat-wide. This number compared to the total Secretariat staff for the same period is called the transfer index. It was 1.7 per cent in 1998-1999. Noteworthy is the higher number of transfers by female staff (60 per cent of the total number of transfers). Most transfers occurred in or out of DPKO (10.5 per cent), UNOG and DM/OPPBA (7 per cent) and DGAACS (6.5 per cent).

Turnover of staff

58. Turnover rates are based on the calculation of a standard labour turnover index, which is obtained by comparing the number of actual staff departures over the period 1 July 1998 to 30 June 1999 with the number of active staff at 1 July 1998. Turnover rates for 1998-1999 are presented by category of staff, and take into account all causes of separation except expiration of contract. The turnover for Directors is double that of the staff as a whole:

Directors	10.2 per cent
Professional category	6.5 per cent
General Service and related categories	4.6 per cent
Total staff	5.5 per cent

Higher percentages for Professionals and Directors help to open up promotion and recruitment prospects and are central to staff replacement plans.

C. Skills inventory of Secretariat staff

59. The first phase of the skills inventory of Secretariat staff was launched in September 1998 to collect information on the skills, experience and career development aspirations of active staff in a comprehensive electronic database. Such information is critical to succession planning for the Secretariat. The skills inventory covered all staff except those serving with separately administered offices, funds and programmes. As of 30 June 1999, 5,230 staff had completed their skills inventory. The information collected so far provides a basis for objective assessment of the skills of the staff, which can be used to identify departmental skill requirements, assess replacement requirements, evaluate gaps in personnel resources, and assess candidates for vacancies, transfers, training, and specialized assignments.

60. Table G sets out the participation of staff in the skills inventory data by department and office. The distribution of staff among the different occupational groups is uneven. An overall impression is that the structure and customer-friendliness of the electronic questionnaire used in the inventory proved acceptable to the majority of the responding staff, an important initial result for a project which over time will cover the entire Secretariat staff in all categories and all duty stations.

61. Table H presents a broad picture of the current occupational groups of Secretariat staff, by CCOG code. These occupational groups reflect the jobs performed in the Secretariat, their concentration and relative weight. The questionnaire also requested the staff member to select from the CCOG list up to a maximum of five work areas in which he/she wished to be considered for professional opportunities (see table I). Each of these work areas had to be within an established area of competence, based on previous experience, education, completed training activities and professional development goals. The resulting profile presents a picture of skills and competencies available in the Organization.

62. Table H illustrates the current occupational breakdown of staff. For Professional staff, the writers, translators, interpreters category represented 26.5 per cent of respondents. Finance, human resources and information technology also constitute major occupational groups. This picture does not change the category "other respondents" (mainly project personnel) and General Service staff are included. Grouping criteria proved fairly precise since the higher the requirement for managerial skills the higher also the proportion of respondents selecting CCOG codes in different occupational groups to describe their current occupation. This may indicate potential cross-functional skills within the Secretariat.

Table G
Skills inventory: participation of staff by department/office

Department/office	*Number of accesses*	*Response rate (percentage)*
DDA	30	78.9
DESA	370	62.0
DGAACS	569	40.4
DM	63	75.9
DM/OCSS	394	48.3
DM/OHRM	207	83.8
DM/OPPBA	166	59.1
DPA	105	48.6
DPI	340	55.0
DPKO	191	55.5
DPKO/FALD	600	30.7
ECA	234	32.4
ECE	123	58.9
ECLAC	79	13.9
ESCAP	450	76.7
ESCWA	165	66.8
ICSC	18	45.0
ICTR	2	0.7
ICTY	227	33.2
JIU, CCAQ, ICC	3	7.1
OCHA	86	33.3
ODCCP	76	28.6
OHCHR	6	2.8
OIOS	74	67.9
OLA	88	57.1
OSG	37	37.8
Regional Commissions New York Office	6	85.7
UNCC	2	1.0
UNCHS	30	10.1
UNCTAD	127	17.8
UNEP	52	9.0
UNFIP	3	75.0
UNJSPF	82	61.2
UNOG	408	28.5
UNOIP	36	64.3
UNON	48	11.6
UNOV	263	49.9
UNSCOM	14	43.8
Other	423	
Total accesses	**6 197**	
Total Secretariat population	**14 809**	**41.8**

Table H
Skills inventory: staff skills by current occupation

	Directors and higher categories	*Professionals*	*General Service*	*Others*		
	Percentage				*Total staff*	*Percentage of respondents*
Information technology	5.1	11.7	25.5	14.9	989	18.9
Writers, translators, interpreters	8.2	26.5	10.9	10.2	802	15.3
Finance	14.3	11.7	16.9	10.0	729	13.9
Human resources	21.4	9.7	14.0	10.1	634	12.1
Public information, representation and protocol	13.3	12.1	12.4	10.8	629	12.0
Architecture, engineering, physical sciences, statistics, math	11.2	10.9	6.6	14.2	495	9.5
Social sciences, political and humanitarian affairs	31.6	17.6	1.9	7.6	432	8.3
Economics	15.3	10.8	1.2	9.1	308	5.9
Law	13.3	7.0	1.7	8.3	250	4.8
Education	4.1	3.0	1.0	4.9	127	2.4
Environment	6.1	3.9	0.1	1.4	84	1.6
Others	17.3	12.6	32.4	28.2	1 328	25.4

63. As for their future professional preferences, Professional staff skilled in human resources management show a strong interest to continue their professional activities in this field (the occupational group increases from 12 per cent in table H to 22 per cent in table I). Other specialized areas, such as social/political/humanitarian affairs, environment, education, law and economics, also show significant increases, as opposed to a decline or stability of other groups, such as writers, translators, interpreters.

64. Table I also suggests that the majority of General Service staff prefer to stay in their occupational group. For General Service staff, the increase in the groups in or associated with the administrative area (human resources, finance and information technology) may be explained by the fact that career progressions within the same or related occupation represent the natural career path. General Service staff as personnel assistants or within the administrative group can progress to positions of higher responsibility, requiring in-depth office experience and supervisory skills. This interpretation remains valid for staff with less specialized educational backgrounds, which would inadequately fit with technical positions.

65. On the other hand, the proportion of Professional staff who have selected CCOG codes in more than one occupational group to describe their preferred areas of work is considerably higher. This points to a potential for cross-functional movements. The General Assembly's request for improved staff mobility coincides with the expectations and professional preferences of a majority of staff: organizational requirements match broader professional profiles.

Table I
Skills inventory: cross-functional mobility

	Directors and higher categories	*Professionals*	*General Service*	*Others*	*Total staff*	*Percentage of respondents*
	Percentage					
Human resources	18.1	17.8	27.9	17.1	1 059	22.5
Public information, representation and protocol	18.1	19.7	21.6	14.9	920	19.5
Information technology	2.4	12.2	25.1	15.2	886	18.8
Finance	13.3	14.4	18.4	11.8	740	15.7
Social sciences, political and humanitarian affairs	33.7	28.9	5.6	11.4	668	14.2
Writers, translators, interpreters	4.8	23.0	10.4	9.1	650	13.8
Architecture, engineering, physical sciences, statistics, math	9.6	11.5	7.4	15.2	483	10.3
Economics	14.5	15.4	2.8	4.6	335	7.1
Law	15.7	9.8	2.2	8.4	282	6.0
Education	7.2	7.6	3.7	7.4	267	5.7
Environment	8.4	5.3	1.0	1.7	120	2.5
Others	18.1	7.8	14.8	18.2	634	13.5

66. Table J summarizes the interest of staff in peacekeeping and field experience by staff for periods longer than six months (15.5 per cent of staff have field and peacekeeping experience). Only one out of six staff members has served in the field or mission situations for periods longer than six months. However, 45 per cent of Professionals and 38 per cent of General Service staff expressed an interest to serve in the field. Of these staff, the high proportion of young Professionals (55 per cent of the P-1/P-2/P-3 group) is significant and encouraging.

Table J
Staff, by grade, interested in field assignments

Grade	D-2	D-1	P-5	P-4	P-3	P-1/P-2
Respondents (%)	45.5	35.2	37.6	41.6	50.6	59.5
Grade	G-7	G-6	G-5	G-4	G-3	G-1/G-2
Respondents (%)	34.7	37.3	38.3	42.4	41.3	32.8

67. Major conclusions from the skills inventory exercise can be drawn from data on cross-functional and geographical mobility. The analysis shows a clear interest by young Professional staff to expand their experience into additional occupational areas and to peacekeeping and field missions. It is also interesting to note that the rate of response was

particularly high (48 per cent) among staff with a short seniority in grade (less than four years). This is an indication that recently promoted staff can be more dynamic and view the skills inventory as a tool for career progression.

68. The skills inventory is an ongoing exercise. The present information constitutes a "central module" of the database. An update of the information entered in 1998 is programmed for the fall of 1999, through a Web-based questionnaire which will be more comprehensive as well as more accessible for all duty stations and offices around the world. The objective of the skills inventory is to have an on-line integrated database for each staff member which includes education, work experience, language proficiency, skills, competencies, performance evaluations and professional preferences.

D. Forecasts of anticipated retirements (1999-2003)

All Secretariat staff

69. One thousand three hundred and fifty-seven Secretariat staff will reach the mandatory retirement age during the next five years (12.2 per cent of the overall workforce). An average of 272 staff will retire each year, ranging from 147 staff in 1999 to 394 staff in 2003. Figure 13 illustrates that 139 Directors will retire over the five-year period, accounting for 10.2 per cent of all retirements; 529 staff (40 per cent) will retire from the Professional and 689 (50.8 per cent) from the General Service and related categories. More men than women will retire. In the Professional and higher categories (P-2 to D-2), three out of every four retirees will be male.

70. A number of departments will face high retirement rates at the senior levels (P-5, D-1 and D-2). The following detail compares the number of expected retirements at these levels by department/office with their present staff strength at the same level. Departments and offices have been divided into four groups corresponding to the percentage of their strategic replacement needs:

(a) Departments and offices with low strategic replacements needs (below 20 per cent replacement of their present P-5-D-2 staff levels): DM/OCSS, ODCCP, UNCC, UNOIP, UNON;

(b) Departments and offices with medium strategic replacements needs (above 20 per cent and below 35 per cent replacement of their present P-5-D-2 staff levels): DDA, DGAACS, DM/OUSG, DM/OHRM, DPA, DPI, DPKO, DPKO/FALD, ECLAC, OCHA, OHCHR, OIOS, OLA, OSG, UNEP, UNSCOM;

(c) Departments and offices with high strategic replacements needs (above 35 per cent and below 50 per cent replacement of their present P-5-D-2 staff levels): DESA, DM/OPPBA, ESCWA, UNCTAD, UNOV;

(d) Departments and offices with very high strategic replacements needs (above 50 per cent replacement of their present P-5-D-2 staff levels): ECA, ESCAP, UNOG.

71. Monitoring of expected staff retirements at the P-5, D-1 and D-2 grades helps to forecast staff replacement requirements. In particular:

(a) By the end of 1999, the Organization will have to replace 14 retiring Directors (12 on posts subject to geographical distribution) and 28 retiring senior officers (20 on posts subject to geographical distribution);

(b) By the end of 2000, the Organization will have to replace an additional 19 retiring Directors (17 on posts subject to geographical distribution) and 40 retiring senior officers (29 on posts subject to geographical distribution);

(c) By the end of the year 2001, the Organization will have to replace another 30 retiring Directors (28 on posts subject to geographical distribution) and 45 retiring senior officers (27 on posts subject to geographical distribution);

(d) By the end of 2002, the Organization will have to replace 35 more retiring Directors (27 on posts subject to geographical distribution) and 51 retiring senior officers (31 on posts subject to geographical distribution);

(e) By the end of 2003, the Organization will have to replace an additional 41 retiring Directors (32 on posts subject to geographical distribution) and 54 retiring senior officers (41 on posts subject to geographical distribution).

Staff occupying posts subject to geographical distribution

72. Of the present 2,410 staff on posts subject to geographical distribution, 471 will retire between 1999 and 2003 (19.5 per cent). Retirements will average 94 staff members a year, ranging from 53 in 1999 to 135 in 2003. Figure 14 indicates the breakdown, between the Director levels and the Professional category.

73. All current staff on posts subject to geographical distribution from three countries will retire in the next five years. Eleven countries will see their current staff reduced by between 50 and 86 per cent due to retirements. Forty-three countries will have their staff reduced by between 25 and 46 per cent and 54 countries by 7 to 24 per cent. There will be no retirements for staff from 52 countries in the coming five years.

74. Two departments/offices (DGAACS, UNCC) will have to replace more than 30 per cent of their present staff on posts subject to geographical distribution. Nine departments/offices (DDA, DESA, DM/OUSG, DPA, ECA, ESCAP, UNCTAD, UNOG and UNOV) will lose between 20 and 30 per cent of their current geographical staff. ODCCP and UNOIP will have minimal staff replacement needs.

Figure 13
Anticipated retirements 1999-2003 (appointments of one year)

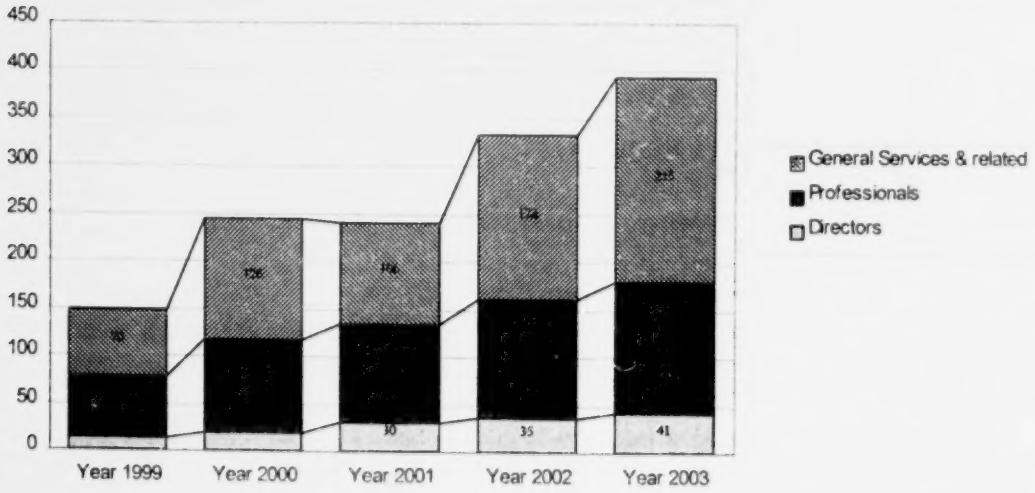
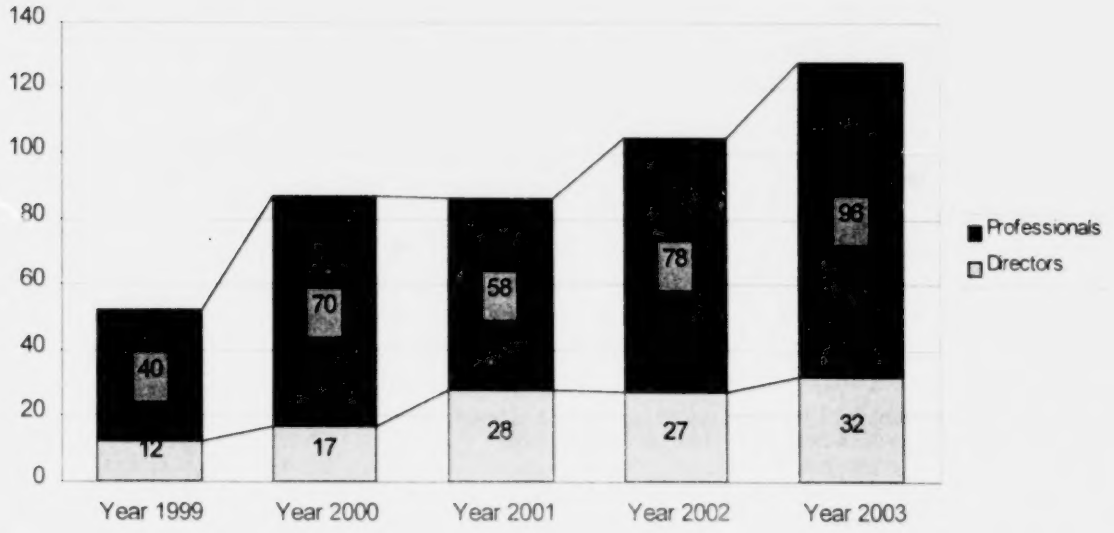


Figure 14
Anticipated retirements 1999-2003 (staff occupying posts subject to geographical distribution)



Notes

[1] Accordingly, tables 1, 2, 3.A, 3.B, 3.C, 5.B, 6.B, 9.B and 12.B have been deleted. Former table 4 is now table 1, former table 5.A is now table 2, former table 6.A is now table 3, former table 7 is now table 4, former table 8 is now table 5, former table 9.A is now table 6, former table 10 is now table 7, former table 11.A is now table 8.A, former table 11.B is now table 8.B, former table 11.C is now table 8.C, former table 11.D is now table 8.D, former table 11.E is now table 8.E, former table 12.A is now table 9.

[2] Section V of the report has a number of limitations, because of uneven data quality and the lack of an integrated worldwide Integrated Management Information System database. The following two populations have been defined for analytic purposes:

Population #1: All Secretariat personnel, irrespective of sources of funding, holding an appointment of one year or more under the 100 series of the Staff Rules, with the exception of mission appointees, Field Service staff, technical assistance personnel (200 series staff), staff on short-term appointments (300 series staff) and language teachers. As of 30 June 1999, the size of this population is 11,157, which includes the following categories:

- Under-Secretaries-General (USG) and Assistant Secretaries-General (ASG);
- Directors (D-2) and Principal Officers (D-1) hereafter referred to as the Director category;
- Senior, First, Second, Associate and Assistant Officers (P-5, P-4, P-3, P-2 and P-1);
- General Service (G-7-G-1) and related categories (Security Service and Trades and Crafts), hereafter referred to as the category of General Service and Related.

Population #2: All Secretariat staff, irrespective of sources of funding and with the same restrictions as population #1, in the Professional and higher categories (4,304 staff). This corresponds to the sum of 2,861 Professional and higher staff under the regular budget and 1,433 under extrabudgetary sources in table A of the present report.

[3] DPA, DPI, ECLAC, ESCAP, ESCWA, OCHA, OHCHR, UNOG, UNON, UNEP, UNSCOM.

[4] DM/OUSG, DM/OPPBA, DPKO/FALD, ECE, OSG, UNCC, UNCHS, UNOIP, ODCCP.

[5] DDA, DESA, DGAACS, DM/OCSS, DM/OHRM, DPKO, ECA, OIOS, OLA, UNCTAD, UNOV.

[6] Departments and offices with 400 or more staff: DESA, DGAACS, DM/OCSS, DPI, DPKO/FALD, ECA, ECLAC, ESCAP, UNEP, UNOG, UNOV.

[7] United States of America, France, Kenya, the Philippines and the United Kingdom of Great Britain and Northern Ireland.

[8] Major staff increases occurred for the United States (+23), France (+27), Lebanon (+32), Iraq (+108) and Rwanda (+21).

[9] Thailand (-13), Egypt (-14) and Jordan (-18).

[10] Andorra, Azerbaijan, Brunei Darussalam, Guinea-Bissau, Lao People's Democratic Republic, Liechtenstein, Marshall Islands, Federated States of Micronesia, Monaco, Mozambique, Palau, Republic of Moldova, San Marino, Solomon Islands, Tajikistan, Turkmenistan and Uzbekistan.

[11] Andorra, Kuwait, Palau, Tajikistan and Uzbekistan.

[12] DM/OHRM, DM/OUSG.

[13] DPI, DM/OPPBA, OLA, OCHA, OHCHR, DESA, DGAACS, OSG, DDA.

[14] DPA, DPKO, ECLAC, ODCCP, OIOS, UNCC, UNCHS, UNOG, UNON, UNOV, UNSCOM.

[15] DM/OCSS, DPKO/FALD, ECA, ECE, ESCAP, ESCWA, UNCTAD, UNEP, UNOIP.

[16] DPI, DPKO/FALD, UNCC, UNOC, ECE, DESA, UNEP, UNCTAD, DGAACS, OCHA and DPA.

[17] Comparing 367 recruitments and 272 separations at the P-1/P-2 levels results in a net availability or a replacement potential of 95 P-1/P-2 staff at these grades.

Annex

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TABLE 1
STAFF IN POSTS SUBJECT TO GEOGRAPHICAL DISTRIBUTION
BY NATIONALITY, GRADE AND GENDER
(AS OF 30 JUNE 1999)

Country of Nationality	Total Staff as of 30/6/98		USG		ASG		D-2		D-1		P-5		P-4		P-3		P-2		P-1		Total staff as of 30/6/99		Mid-Point	Desirable Range
	Total	F*	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F	F*	Total		
Afghanistan	7										2		3									5	6.14	1-14
Albania	1														1							1	5.75	1-14
Algeria	13	1					1		3		4	1			1						1	10	7.61	3-14
Andorra																							5.68	1-14
Angola	1												1									1	6.02	1-14
Antigua and Barbuda	1	1								1											1	1	5.65	1-14
Argentina	19	9					2			2	3	1	2	5	1	2					10	18	21.06	16-26
Armenia	4																5					5	5.86	1-14
Australia	32	13					1	1	3	1	5	3	5	5	3	3		1			14	31	27.23	22-32
Austria	19	9							1	1	2	1	2	1	3	5		1			9	17	19.26	14-24
Azerbaijan																							6.11	1-14
Bahamas	5	4								1						2	1	3			6	7	5.84	1-14
Bahrain																							5.88	1-14
Bangladesh	11								3		4		2		1							10	8.49	4-14
Barbados	4	3									1	1		1							2	3	5.74	1-14
Belarus	12										2		5		4							11	7.03	2-14
Belgium	22	8					1		3	1	4	3	4	2	2	2					8	22	21.63	17-26
Belize	1														1							1	5.64	1-14
Benin	7	1											2		2	1					1	5	5.78	1-14
Bhutan	4												3		1							4	5.68	1-14
Bolivia	3	1													1	1					1	2	5.89	1-14
Bosnia and Herzegovina																							5.80	1-14
Botswana	2	2															1	2			2	3	5.80	1-14
Brazil	27	9	2						1	2	3	3	6	3	6	5	2				13	33	30.22	25-35
Brunei Darussalam																							5.91	1-14
Bulgaria	13	3									2		6	1	2	1		1			3	13	6.08	1-14
Burkina Faso	8	2								1	3		1			1	1				2	7	5.89	1-14
Burundi	8	2											3	1		1	2				2	7	5.77	1-14
Cambodia	2	1											1			1					1	2	5.88	1-14
Cameroon	17	4							2		1	1	8		2	3		1			5	18	6.12	1-14
Canada	52	20		1			1	1	2	1	10	4	13	7	6	8		1			23	55	45.68	39-53
Cape Verde	3										1				2							3	5.66	1-14
Central African Republic	3												1		2							3	5.71	1-14
Chad	3										1		1		1							3	5.78	1-14
Chile	29	12			2			1	1	2		2	1	1	1		13	8			14	32	7.82	3-14
China	40	19	1				1		3	2	4	4	6	4	4	4	1	5			19	39	47.49	40-55
Colombia	7	1	1								3		1		2	3					3	10	7.99	3-14
Comoros	1												1									1	5.65	1-14

TABLE 1
STAFF IN POSTS SUBJECT TO GEOGRAPHICAL DISTRIBUTION
BY NATIONALITY, GRADE AND GENDER
(AS OF 30 JUNE 1999)

Country of Nationality	Total Staff as of 30/6/98		USG		ASG		D-2		D-1		P-5		P-4		P-3		P-2		P-1		Total staff as of 30/6/99		Mid-Point	Desirable Range
	Total	F*	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F	F*	Total		
Congo	4										1		1		2							4	5.73	1-14
Costa Rica	4	1							2		1				1	1					1	5	5.93	1-14
Cote d'Ivoire	11	2									1		4	2	4						2	11	6.09	1-14
Croatia	4	3												1		2	2	1			4	6	6.24	1-14
Cuba	9	2					1						2	1	3	1	1				2	9	6.24	1-14
Cyprus	4		1						2								1					4	6.13	1-14
Czech Republic	8	3					1				2		1	2	2	1					3	9	7.59	3-14
Democratic People's Republic of Korea	1																1					1	6.40	2-14
Democratic Republic of the Congo	8	2									1		3	2	1						2	7	6.78	2-14
Denmark	9	3							1		1		1	1	3	1					2	8	15.62	11-20
Djibouti	1										1		1									2	5.65	1-14
Dominica	2	2												1				1			2	2	5.64	1-14
Dominican Republic	6	2									1		2	1			1				1	5	6.02	1-14
Ecuador	5	2										1			2		1	1			2	5	6.17	1-14
Egypt	12	3	1				1	1	4		2	1	3			1					3	14	7.93	3-14
El Salvador	7	1											2				4	3			3	9	5.92	1-14
Equatorial Guinea	2														1		1					2	5.65	1-14
Eritrea	4	1													1		1	2			2	4	5.71	1-14
Estonia	3	1													1		1	2			2	4	5.87	1-14
Ethiopia	23	6							2		1		2		5	2	6	3			5	21	7.03	2-14
Fiji	1								1													1	5.70	1-14
Finland	11	5							1		2		3	4	1	2					6	13	13.49	9-18
France	96	41	2				2	2	6	4	15	6	14	13	18	13	3	7			45	105	100.47	85-116
Gabon	2														2							2	5.86	1-14
Gambia	5						1		2		2											5	5.66	1-14
Georgia	2												3									3	6.02	1-14
Germany	122	40	2				1	2	5	2	22	4	26	11	20	13	5	11			43	124	147.73	126-170
Ghana	11	4	1						1		2	1	3	3							4	11	6.13	1-14
Greece	9	6										3	3	1	1	1		1			6	10	10.88	6-16
Grenada	2																2					2	5.64	1-14
Guatemala	6	1							1				1	1	2						1	5	6.13	1-14
Guinea	5	1									1			1	1		1				1	4	5.84	1-14
Guinea-Bissau	1																						5.66	1-14
Guyana	12	7			2				1	2	1	2	1	2				3			9	14	5.65	1-14
Haiti	4	2			1					1						1	1				2	4	5.82	1-14
Honduras	2														1		1					2	5.80	1-14

TABLE 1
STAFF IN POSTS SUBJECT TO GEOGRAPHICAL DISTRIBUTION BY NATIONALITY, GRADE AND GENDER
(AS OF 30 JUNE 1999)

Country of Nationality	Total Staff as of 30/6/98		USG		ASG		D-2		D-1		P-5		P-4		P-3		P-2		P-1		Total staff as of 30/6/99		Mid-Point	Desirable Range
	Total	F*	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F	F*	Total		
Hungary	7	1									1	1	1	1	2		2				2	8	7.57	3-14
Iceland	5								1				2		1		1					5	6.09	1-14
India	42	13	1				1		1	1	5	1	7	5	9	3	5	3			13	42	31.21	26-36
Indonesia	5	1	1						1				1		1	2	1				2	7	12.75	8-18
Iran (Islamic Republic of)	13	7								1	2	4	3	2			1	1			7	12	9.77	5-15
Iraq	9	2							2			1	3			1	1				2	8	6.73	2-14
Ireland	13	7		1					2		1	2	1	2	1	2	1				7	13	8.91	4-14
Israel	9	4							1	1	1	1	3	2	1		1				4	11	10.68	6-15
Italy	62	22	1		1		5		1	2	8	4	6	1	13	11	7	4			22	64	84.60	72-97
Jamaica	14	8				1							3	1	3	4	1	1			7	14	5.76	1-14
Japan	104	56	1		1			1	2	2	4	3	15	15	13	21	9	19			61	106	294.25	250-338
Jordan	13	3							2		1		5		1	1	1				1	11	5.83	1-14
Kazakhstan											1											1	6.94	2-14
Kenya	13	4					2				6		1	2		2					4	13	6.44	2-14
Kuwait																							7.58	3-14
Kyrgyzstan																							5.84	1-14
Lao People's Democratic Republic																							5.75	1-14
Latvia	3	1															2	1			1	3	6.02	1-14
Lebanon	15	5									4		3	1	1	3	1	1			5	14	5.92	1-14
Lesotho	6	4										1	1	2	1	1		1			5	7	5.70	1-14
Liberia	8	4									2	1		2		1		1			5	7	5.71	1-14
Libyan Arab Jamahiriya	4										2		2									4	7.64	3-14
Liechtenstein																							5.71	1-14
Lithuania	4	3												1		1	1	1			3	4	6.02	1-14
Luxembourg	2	1													2	1					1	3	6.60	2-14
Madagascar	7	1									2		3	1			1				1	7	6.01	1-14
Malawi	8	1									2		2		3							7	5.88	1-14
Malaysia	11	5				1			1	1	4	1	1	2							5	11	8.66	4-14
Maldives																							5.64	1-14
Mali	9	1						1			3		1		3		1				1	9	5.90	1-14
Malta	3								2		1											3	5.83	1-14
Marshall Islands																							5.64	1-14
Mauritania	4								1				1		2							4	5.69	1-14
Mauritius	8				1		2				2				1							6	5.78	1-14
Mexico	21	10								1	6	3	4	3	1	3	1	1			11	23	21.83	17-27
Micronesia (Federated States of)																							5.64	1-14

TABLE 1

STAFF IN POSTS SUBJECT TO GEOGRAPHICAL DISTRIBUTION

BY NATIONALITY, GRADE AND GENDER

(AS OF 30 JUNE 1999)

Country of Nationality	Total Staff as of 30/6/98		USG		ASG		D-2		D-1		P-5		P-4		P-3		P-2		P-1		Total staff as of 30/6/99		Mid-Point	Desirable Range
	Total	F*	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F	F*	Total		
Monaco																							5.68	1-14
Mongolia	3	2													1	2	1				2	4	5.70	1-14
Morocco	3	3							2		1	1	2	1		1					3	8	6.83	2-14
Mozambique																							6.04	1-14
Myanmar	4	1								1	1		1		1						1	4	6.78	2-14
Namibia	3	1															2	1			1	3	5.76	1-14
Nepal	7										3		4									7	6.16	1-14
Netherlands	28	4							2		3	1	11		8	3		1			5	29	29.30	24-34
New Zealand	9	5					1	1	1	1	2	1	2		1	2					5	12	8.86	4-14
Nicaragua	7	4								1			1			2	1	1			4	6	5.73	1-14
Niger	5	3								1	1							1			2	3	5.87	1-14
Nigeria	15	3							2	1	4		1		2	2	1				3	13	8.80	4-14
Norway	5	2											2	1	1						1	4	14.44	10-19
Oman	2	1					1			1											1	2	6.40	2-14
Pakistan	19	5	1				3		1			1	7	1	2	2	1				4	19	9.51	5-14
Palau																							5.64	1-14
Panama	3	1					1								1			1			1	3	5.87	1-14
Papua New Guinea	3														2		2					4	5.82	1-14
Paraguay	3	1								1			1		1			1			2	4	5.93	1-14
Peru	17	6			1				1	1	2		3	4	1	1	2				6	16	7.52	3-14
Philippines	66	38							1	1	2	3	8	15	10	9	4	8			36	61	8.40	4-14
Poland	14	1						1			3	1	6		3		1				2	15	9.46	5-14
Portugal	6	3											1	1	1		2	1			2	6	11.81	7-17
Qatar	2								1						1							2	6.11	1-14
Republic of Korea	18	8			1								1	2	8	2	6	3			7	23	20.87	16-26
Republic of Moldova																							5.98	1-14
Romania	3												1				3					4	7.09	2-14
Russian Federation	128	15	1				3		6		22	2	39	6	34	6	2	1			15	122	30.24	25-35
Rwanda	5	1												1	1		4				1	6	5.76	1-14
Saint Kitts and Nevis	6	4														3	2	1			4	6	5.64	1-14
Saint Lucia	4	2								1			1		1	1					2	4	5.64	1-14
Saint Vincent and the Grenadines	5	2											1	1	1		1	1			2	5	5.64	1-14
Samoa	1														1							1	5.64	1-14
San Marino																							5.65	1-14
Sao Tome and Principe																							5.64	1-14
Saudi Arabia	7	5								1			1	3		1	1				5	7	14.19	9-19
Senegal	14	5			1		1		1		1	1	2	2	3	2					5	14	5.90	1-14

TABLE 1
STAFF IN POSTS SUBJECT TO GEOGRAPHICAL DISTRIBUTION
BY NATIONALITY, GRADE AND GENDER
(AS OF 30 JUNE 1999)

Country of Nationality	Total Staff as of 30/6/98		USG		ASG		D-2		D-1		P-5		P-4		P-3		P-2		P-1		Total staff as of 30/6/99		Mid-Point	Desirable Range
	Total	F*	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F	F*	Total		
Seychelles	2										1				1							2	5.65	1-14
Sierra Leone	8	2									1	1	3	1	1						2	7	5.73	1-14
Singapore	9	5					1		1	2	1	1	1			1	1				4	9	8.21	3-14
Slovakia	5												1		3		1					5	6.30	2-14
Slovenia	1										1											1	6.54	2-14
Solomon Islands																							5.64	1-14
Somalia	8	2							1		2	1		1	2						2	7	5.86	1-14
South Africa	7	3									1	1		1	1	1	3	1			4	9	11.82	7-17
Spain	38	16					1		1	2	1		8	2	9	8	4	8			20	44	43.54	37-50
Sri Lanka	7	3	1				1							2	2	1					3	7	6.21	1-14
Sudan	9								1		2		3	1	2						1	9	6.34	2-14
Suriname	2	1											1			1					1	2	5.69	1-14
Swaziland	3	1							1						1			1			1	3	5.67	1-14
Sweden	21	9	1				2			2	4	1	2	4	1	1	1				8	19	21.32	17-26
Syrian Arab Republic	8	3									2		2		1	2		1			3	8	6.87	2-14
Tajikistan																							5.83	1-14
Thailand	27	15							1		1		3	4	2	7	5	4			15	27	9.37	5-14
The former Yugoslav Republic of Macedonia	2	1															3	1			1	4	5.73	1-14
Togo	5								1				3				1					5	5.73	1-14
Trinidad and Tobago	17	11								1		1	3	2		1	2	5			10	15	5.89	1-14
Tunisia	10	1			1		1		1	1	2		3				1				1	10	6.23	1-14
Turkey	10	4						2	3		1	2	2			1					5	11	13.34	9-18
Turkmenistan																							5.84	1-14
Uganda	12	6					1		1	1	2		2	1		4					6	12	6.13	1-14
Ukraine	22	1							1		3		11		4	1	1	1			2	22	11.10	6-16
United Arab Emirates	1	1										1									1	1	8.22	3-14
United Kingdom of Great Britain and Northern Ireland	81	31	1		1		5		8	2	14	3	12	8	9	15	4	3			31	85	79.74	68-92
United Republic of Tanzania	12	5					1	1			3	2	1	2		1					6	11	6.36	2-14
United States of America	361	189	1		1	1	5		24	16	39	49	43	60	35	45	10	16			187	345	369.17	314-425
Uruguay	9	1						1	2		2		4	1							2	10	6.38	2-14
Uzbekistan																							6.67	2-14
Vanuatu																							5.64	1-14
Venezuela	13	8									1	1	1	5	1	1	1	2			9	13	8.64	4-14
Viet Nam	5	2									1		2			2					2	5	7.43	3-14
Yemen	5	1							1		1		1									3	6.13	1-14
Yugoslavia	11	2							1		2				4	2	1				2	10	6.35	2-14

TABLE 1
STAFF IN POSTS SUBJECT TO GEOGRAPHICAL DISTRIBUTION
BY NATIONALITY, GRADE AND GENDER
(AS OF 30 JUNE 1999)

Country of Nationality	Total Staff as of 30/6/98		USG		ASG		D-2		D-1		P-5		P-4		P-3		P-2		P-1		Total staff as of 30/6/99		Mid-Point	Desirable Range
	Total	F*	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F	F*	Total		
Zambia	5										2				1							3	5.84	1-14
Zimbabwe	7	1							1			1	4		1						1	7	6.02	1-14
Subtotal	*2384*	*881*	*21*	*2*	*14*	*3*	*52*	*16*	*136*	*71*	*305*	*141*	*435*	*254*	*346*	*273*	*171*	*155*			915	**2395**		
Economic Grouping																								
Developing countries	1030	356	11		10	2	23	7	64	34	129	49	185	103	134	102	99	72			369	**1024**	994.82	846-1144
Other countries	1354	525	10	2	4	1	29	9	72	37	176	92	250	151	212	171	72	83			546	**1371**	1605.18	1364-1845
Others																								
Stateless	3										1		2									**3**		
Switzerland	12	4					1				4	2	2			2					4	**11**		
Tuvalu	1												1									**1**		
Subtotal	*16*	*4*					*1*				*5*	*2*	5			*2*					4	*15*		
Total	2400	885	21	2	14	3	53	16	136	71	310	143	440	254	346	275	171	155			919	2410		

* The number of female staff is included in the total

TABLE 2

STAFF IN POSTS SUBJECT TO GEOGRAPHICAL DISTRIBUTION
BY NATIONALITY AND TYPE OF APPOINTMENT
(as of 30 June 1998 and 30 June 1999)

Country of Nationality	30 June 1998					30 June 1999				
	Type of Appointment				Percentage of fixed-term	Type of Appointment				Percentage of fixed-term
	Permanent	Probationary	Fixed-term	Total		Permanent	Probationary	Fixed-term	Total	
Afghanistan	6		1	7	14.3%	5			5	0.0%
Albania			1	1	100.0%			1	1	100.0%
Algeria	11		2	13	15.4%	9		1	10	10.0%
Andorra										
Angola	1			1	0.0%	1			1	0.0%
Antigua and Barbuda	1			1	0.0%	1			1	0.0%
Argentina	14		5	19	26.3%	12		6	18	33.3%
Armenia	1	3		4	0.0%	2	3		5	0.0%
Australia	19		13	32	40.6%	17		14	31	45.2%
Austria	15		4	19	21.1%	13		4	17	23.5%
Azerbaijan										
Bahamas	4	1		5	0.0%	5		2	7	28.6%
Bahrain										
Bangladesh	7		4	11	36.4%	6		4	10	40.0%
Barbados	4			4	0.0%	3			3	0.0%
Belarus	11		1	12	8.3%	10		1	11	9.1%
Belgium	16		6	22	27.3%	17		5	22	22.7%
Belize	1			1	0.0%	1			1	0.0%
Benin	4		3	7	42.9%	3		2	5	40.0%
Bhutan	4			4	0.0%	4			4	0.0%
Bolivia	2		1	3	33.3%	1		1	2	50.0%
Bosnia and Herzegovina										
Botswana			2	2	100.0%		2	1	3	33.3%
Brazil	17		10	27	37.0%	20		13	33	39.4%
Brunei Darussalam										
Bulgaria	5		8	13	61.5%	5		8	13	61.5%
Burkina Faso	3		5	8	62.5%	3		4	7	57.1%
Burundi	7		1	8	12.5%	6		1	7	14.3%
Cambodia	1		1	2	50.0%	1		1	2	50.0%
Cameroon	8		9	17	52.9%	8		10	18	55.6%
Canada	28	1	23	52	44.2%	27		28	55	50.9%
Cape Verde	3			3	0.0%	3			3	0.0%
Central African Republic	3			3	0.0%	3			3	0.0%
Chad	3			3	0.0%	3			3	0.0%
Chile	26		3	29	10.3%	23		9	32	28.1%
China	20	3	17	40	42.5%	20	3	16	39	41.0%
Colombia	4		3	7	42.9%	4		6	10	60.0%
Comoros	1			1	0.0%	1			1	0.0%
Congo	3		1	4	25.0%	3		1	4	25.0%
Costa Rica	2		2	4	50.0%	2		3	5	60.0%
Cote d'Ivoire	10		1	11	9.1%	9		2	11	18.2%
Croatia	3		1	4	25.0%	3	2	1	6	16.7%
Cuba	6		3	9	33.3%	6		3	9	33.3%
Cyprus	2		2	4	50.0%	3		1	4	25.0%
Czech Republic	5		3	8	37.5%	5		4	9	44.4%
Democratic People's Republic of Korea		2		2	0.0%		1		1	0.0%

TABLE 2

STAFF IN POSTS SUBJECT TO GEOGRAPHICAL DISTRIBUTION
BY NATIONALITY AND TYPE OF APPOINTMENT
(as of 30 June 1998 and 30 June 1999)

Country of Nationality	30 June 1998					30 June 1999				
	Type of Appointment				Percentage of	Type of Appointment				Percentage of
	Permanent	Probationary	Fixed-term	Total	fixed-term	Permanent	Probationary	Fixed-term	Total	fixed-term
Democratic Republic of the Congo	6		2	8	25.0%	5		2	7	28.6%
Denmark	7		2	9	22.2%	6		2	8	25.0%
Djibouti			1	1	100.0%			2	2	100.0%
Dominica		1	1	2	50.0%	1		1	2	50.0%
Dominican Republic	6			6	0.0%	5			5	0.0%
Ecuador	3		2	5	40.0%	3	1	1	5	20.0%
Egypt	6		6	12	50.0%	7		7	14	50.0%
El Salvador	3	4		7	0.0%	3	6		9	0.0%
Equatorial Guinea	2			2	0.0%	2			2	0.0%
Eritrea	1	2	1	4	25.0%	1	2	1	4	25.0%
Estonia	2	1		3	0.0%	3	1		4	0.0%
Ethiopia	20		3	23	13.0%	17		4	21	19.0%
Fiji			1	1	100.0%			1	1	100.0%
Finland	6		5	11	45.5%	6		7	13	53.8%
France	68	3	25	96	26.0%	67	7	31	105	29.5%
Gabon	2			2	0.0%	2			2	0.0%
Gambia	5			5	0.0%	4			5	0.0%
Georgia			2	2	100.0%	1		2	3	66.7%
Germany	104	6	12	122	9.8%	104	6	14	124	11.3%
Ghana	4		7	11	63.6%	4		7	11	63.6%
Greece	9			9	0.0%	9			10	0.0%
Grenada	2			2	0.0%	2			2	0.0%
Guatemala	3		3	6	50.0%	2		3	5	60.0%
Guinea	3		2	5	40.0%	2		2	4	50.0%
Guinea-Bissau			1	1	100.0%					
Guyana	12			12	0.0%	11		3	14	21.4%
Haiti	3		1	4	25.0%	3		1	4	25.0%
Honduras	2			2	0.0%	2			2	0.0%
Hungary	3	1	3	7	42.9%	3	1	4	8	50.0%
Iceland	5			5	0.0%	5			5	0.0%
India	29		13	42	31.0%	29		13	42	31.0%
Indonesia	3		2	5	40.0%	4		3	7	42.9%
Iran (Islamic Republic of)	10		3	13	23.1%	10		2	12	16.7%
Iraq	6		3	9	33.3%	5		3	8	37.5%
Ireland	9		4	13	30.8%	9		4	13	30.8%
Israel	8		1	9	11.1%	10		1	11	9.1%
Italy	43	4	15	62	24.2%	44	4	16	64	25.0%
Jamaica	13		1	14	7.1%	12		2	14	14.3%
Japan	79	12	13	104	12.5%	80	10	16	106	15.1%
Jordan	8		5	13	38.5%	8		3	11	27.3%
Kazakhstan								1	1	100.0%
Kenya	8		5	13	38.5%	8		5	13	38.5%
Kuwait										
Kyrgyzstan										
Lao People's Democratic Republic										
Latvia		2	1	3	33.3%		2	1	3	33.3%

TABLE 2

STAFF IN POSTS SUBJECT TO GEOGRAPHICAL DISTRIBUTION
BY NATIONALITY AND TYPE OF APPOINTMENT
(as of 30 June 1998 and 30 June 1999)

Country of Nationality	30 June 1998					30 June 1999				
	Type of Appointment				Percentage of	Type of Appointment				Percentage of
	Permanent	Probationary	Fixed-term	Total	fixed-term	Permanent	Probationary	Fixed-term	Total	fixed-term
Lebanon	14		1	15	6.7%	12		2	14	14.3%
Lesotho	5		1	6	16.7%	6		1	7	14.3%
Liberia	8			8	0.0%	6		1	7	14.3%
Libyan Arab Jamahiriya	4			4	0.0%	4			4	0.0%
Liechtenstein										
Lithuania	3		1	4	25.0%	3		1	4	25.0%
Luxembourg	2			2	0.0%	3			3	0.0%
Madagascar	7			7	0.0%	7			7	0.0%
Malawi	5		3	8	37.5%	4		3	7	42.9%
Malaysia	8		3	11	27.3%	8		3	11	27.3%
Maldives										
Mali	6		3	9	33.3%	6		3	9	33.3%
Malta	3			3	0.0%	3			3	0.0%
Marshall Islands										
Mauritania	3		1	4	25.0%	3		1	4	25.0%
Mauritius	7		1	8	12.5%	5		1	6	16.7%
Mexico	16		5	21	23.8%	17		6	23	26.1%
Micronesia (Federated States of)										
Monaco										
Mongolia	2	1		3	0.0%	3	1		4	0.0%
Morocco	8			8	0.0%	8			8	0.0%
Mozambique										
Myanmar	4			4	0.0%	4			4	0.0%
Namibia	1	1	1	3	33.3%	2	1		3	0.0%
Nepal	4		3	7	42.9%	4		3	7	42.9%
Netherlands	23		5	28	17.9%	22		7	29	24.1%
New Zealand	9			9	0.0%	9		3	12	25.0%
Nicaragua	6		1	7	14.3%	5		1	6	16.7%
Niger	2		3	5	60.0%	2		1	3	33.3%
Nigeria	9		6	15	40.0%	7		6	13	46.2%
Norway	5			5	0.0%	4			4	0.0%
Oman	2			2	0.0%	2			2	0.0%
Pakistan	7		12	19	63.2%	7		12	19	63.2%
Palau										
Panama	1	1	1	3	33.3%	1	1	1	3	33.3%
Papua New Guinea	2	1		3	0.0%	3	1		4	0.0%
Paraguay	3			3	0.0%	3	1		4	0.0%
Peru	14		3	17	17.6%	13		3	16	18.8%
Philippines	61		5	66	7.6%	56		5	61	8.2%
Poland	6	1	7	14	50.0%	6	1	8	15	53.3%
Portugal	5		1	6	16.7%	4	1	1	6	16.7%
Qatar			2	2	100.0%			2	2	100.0%
Republic of Korea	13	2	2	17	11.8%	14	4	5	23	21.7%
Republic of Moldova										
Romania	3			3	0.0%	3	1		4	0.0%
Russian Federation	73		55	128	43.0%	73		49	122	40.2%
Rwanda	1	3	1	5	20.0%	3	2	1	6	16.7%

TABLE 2

STAFF IN POSTS SUBJECT TO GEOGRAPHICAL DISTRIBUTION
BY NATIONALITY AND TYPE OF APPOINTMENT
(as of 30 June 1998 and 30 June 1999)

Country of Nationality	30 June 1998					30 June 1999				
	Type of Appointment				Percentage of fixed-term	Type of Appointment				Percentage of fixed-term
	Permanent	Probationary	Fixed-term	Total		Permanent	Probationary	Fixed-term	Total	
Saint Kitts and Nevis	2	2	2	6	33.3%	4	1	1	6	16.7%
Saint Lucia	2		2	4	50.0%	2		2	4	50.0%
Saint Vincent and the Grenadines	3		2	5	40.0%	3		2	5	40.0%
Samoa	1			1	0.0%	1			1	0.0%
San Marino										
Sao Tome and Principe										
Saudi Arabia	6		1	7	14.3%	5		2	7	28.6%
Senegal	9		5	14	35.7%	9		5	14	35.7%
Seychelles	2			2	0.0%	2			2	0.0%
Sierra Leone	5		3	8	37.5%	4		3	7	42.9%
Singapore	9			9	0.0%	9			9	0.0%
Slovakia	5			5	0.0%	5			5	0.0%
Slovenia	1			1	0.0%	1			1	0.0%
Solomon Islands										
Somalia	6		2	8	25.0%	5		2	7	28.6%
South Africa	3	4		7	0.0%	3	4	2	9	22.2%
Spain	21	6	11	38	28.9%	24	6	14	44	31.8%
Sri Lanka	3		4	7	57.1%	3		4	7	57.1%
Sudan	7		2	9	22.2%	7		2	9	22.2%
Suriname	1		1	2	50.0%	1		1	2	50.0%
Swaziland			3	3	100.0%		1	2	3	66.7%
Sweden	13		8	21	38.1%	13		6	19	31.6%
Syrian Arab Republic	5		3	8	37.5%	5		3	8	37.5%
Tajikistan										
Thailand	22		5	27	18.5%	22		5	27	18.5%
The Former Yugoslav Republic of Macedonia		2		2	0.0%	1	2	1	4	25.0%
Togo	3		2	5	40.0%	3		2	5	40.0%
Trinidad and Tobago	11		6	17	35.3%	11		4	15	26.7%
Tunisia	7		3	10	30.0%	7		3	10	30.0%
Turkey	9		1	10	10.0%	9		2	11	18.2%
Turkmenistan										
Uganda	6		6	12	50.0%	6		6	12	50.0%
Ukraine	17	1	4	22	18.2%	16	2	4	22	18.2%
United Arab Emirates	1			1	0.0%	1			1	0.0%
United Kingdom of Great Britain and Northern Ireland	54		27	81	33.3%	51		33	85	38.8%
United Republic of Tanzania	12			12	0.0%	10		1	11	9.1%
United States of America	254	10	97	361	26.9%	247	4	94	345	27.2%
Uruguay	3		6	9	66.7%	3		7	10	70.0%
Uzbekistan										
Vanuatu										
Venezuela	9		4	13	30.8%	9		4	13	30.8%
Viet Nam	4		1	5	20.0%	4		1	5	20.0%
Yemen	5			5	0.0%	3			3	0.0%
Yugoslavia	8		3	11	27.3%	7		3	10	30.0%

TABLE 2

STAFF IN POSTS SUBJECT TO GEOGRAPHICAL DISTRIBUTION
BY NATIONALITY AND TYPE OF APPOINTMENT
(as of 30 June 1998 and 30 June 1999)

Country of Nationality	30 June 1998					30 June 1999				
	Type of Appointment				Percentage of fixed-term	Type of Appointment				Percentage of fixed-term
	Permanent	Probationary	Fixed-term	Total		Permanent	Probationary	Fixed-term	Total	
Zambia	5			5	0.0%	3			3	0.0%
Zimbabwe	4		3	7	42.9%	4		3	7	42.9%
Subtotal	*1677*	*81*	*626*	*2384*	*26.3%*	*1635*	*85*	*672*	*2395*	*28.1%*
Palestine										
Stateless	2		1	3	33.3%	2		1	3	33.3%
Switzerland	7		5	12	41.7%	7		4	11	36.4%
Tuvalu			1	1	100.0%			1	1	100.0%
Subtotal	*9*	*0*	*7*	*16*	*43.8%*	*9*	*0*	*6*	*15*	*40.0%*
Total	*1686*	*81*	*633*	*2400*	*26.4%*	*1644*	*85*	*678*	*2410*	*28.1%*

TABLE 3

APPOINTMENTS TO POSTS SUBJECT TO GEOGRAPHICAL DISTRIBUTION
BY NATIONALITY, GRADE AND GENDER
(1 July 1998 - 30 June 1999)

COUNTRY OF NATIONALITY	USG		ASG		D-2		D-1		P-5		P-4		P-3		P-2		P-1		Total Staff	
	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F	All	F
Argentina												1		1					2	2
Armenia															1				1	
Australia						1					2	1							4	2
Bahamas																2			2	2
Botswana															1				1	
Brazil									1	1	1								3	1
Cameroon											1								1	
Canada									2			1		2					5	3
Chile						1													1	1
China															1	1			2	1
Colombia													1	1					2	1
Costa Rica							1												1	
Croatia																1			1	1
Czech Republic					1														1	
Djibouti									1										1	
Egypt											1								1	
El Salvador																2			2	2
Eritrea																1			1	1
Estonia																1			1	1
Finland											1	1							2	1
France											3		2		1	4			10	4
Germany													1	1	1	3			6	4
Hungary										1									1	1
Indonesia											1								1	
Italy					1									1	1	1			4	2
Japan												2	2			4			8	6
Jordan											1								1	
Latvia															1				1	
Liberia												1							1	1
Mexico								1											1	1
Mongolia													1						1	
Netherlands											1								1	
New Zealand					1				1		1								3	
Pakistan											1								1	
Papua New Guinea															1				1	
Paraguay																1			1	1
Poland						1													1	1
Portugal													1						1	
Republic of Korea											1		1		4				6	
Romania															1				1	
Russian Federation							1												1	
Rwanda															1				1	
Saudi Arabia												1							1	1
Singapore							1												1	
South Africa									1	1									2	1
Spain											1		1	1		2			5	3
The Former Yugoslav Republic of Macedonia															2				2	
Turkey						1													1	1
Ukraine																1			1	1
United Kingdom of Great Britain and Northern Ireland					1		2		1		2		1	1					8	1

TABLE 3

APPOINTMENTS TO POSTS SUBJECT TO GEOGRAPHICAL DISTRIBUTION
BY NATIONALITY, GRADE AND GENDER
(1 July 1998 - 30 June 1999)

COUNTRY OF NATIONALITY	USG		ASG		D-2		D-1		P-5		P-4		P-3		P-2		P-1		Total Staff	
	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F	All	F
United Republic of Tanzania						1													1	1
United States of America								1	1			2	1	3					8	6
Uruguay						1													1	1
Venezuela												1	1						2	1
Zimbabwe											1								1	
Subtotal					4	6	5	2	8	3	19	11	13	11	16	24			122	57
Others																				
Switzerland									1										1	
Subtotal									1										1	
Total					4	6	5	2	9	3	19	11	13	11	16	24			123	57

TABLE 4

CHANGES IN STAFF IN POSTS SUBJECT TO GEOGRAPHICAL DISTRIBUTION
BY NATIONALITY, TYPE OF APPOINTMENT AND GENDER
(30 June 1998 and 30 June 1999)

Country of Nationality	No. of Staff as of 30/6/98		APPOINTMENTS						SEPARATIONS a/						Other staff Changes b/		No. of Staff as of 30/6/99	
			Career		Non career		Total		Career		Non career		Total					
	ALL	F	All	F	All	F	All	F	All	F	All	F	All	F	All	F	All	F
Afghanistan	7								1		1		2				5	
Albania	1																1	
Algeria	13	1							1		1		2		-1		10	1
Andorra																		
Angola	1																1	
Antigua and Barbuda	1	1															1	1
Argentina	19	9			2	2	2	2	2		2		4		1	-1	18	10
Armenia	4		1				1										5	
Australia	32	13			4	2	4	2	2	1	2		4	1	-1		31	14
Austria	19	9							3		3		6		4		17	9
Azerbaijan																		
Bahamas	5	4			2	2	2	2									7	6
Bahrain																		
Bangladesh	11								1		1		2		1		10	
Barbados	4	3							1	1	1		2	1	1		3	2
Belarus	12								1		1		2		1		11	
Belgium	22	8										1		1		1	22	8
Belize	1																1	
Benin	7	1													-2		5	1
Bhutan	4																4	
Bolivia	3	1							1		1		2		1		2	1
Bosnia and Herzegovina																		
Botswana	2	2	1				1										3	2
Brazil	27	9			3	1	3	1							3	3	33	13
Brunei Darussalam																		
Bulgaria	13	3															13	3
Burkina Faso	8	2													-1		7	2
Burundi	8	2													-1		7	2
Cambodia	2	1															2	1
Cameroon	17	4			1		1		1		1		2		2	1	18	5
Canada	52	20			5	3	5	3	2		2	1	4	1	2	1	55	23
Cape Verde	3																3	
Central African Republic	3																3	
Chad	3																3	
Chile	29	12			1	1	1	1	3	1	3		6	1	8	2	32	14
China	40	19	2	1			2	1	2	1	2		4	1	1		39	19
Colombia	7	1			2	1	2	1							1	1	10	3
Comoros	1																1	
Congo	4																4	
Costa Rica	4	1			1		1										5	1
Cote d'Ivoire	11	2															11	2
Croatia	4	3	1	1			1	1							1		6	4
Cuba	9	2															9	2
Cyprus	4																4	
Czech Republic	8	3			1		1										9	3
Democratic People's Republic of Korea	1																1	
Democratic Republic of the Congo	8	2													-1		7	2
Denmark	9	3							1	1	1		2	1	1		8	2
Djibouti	1				1		1										2	
Dominica	2	2															2	2
Dominican Republic	6	2							1	1	1		2	1	1		5	1
Ecuador	5	2															5	2
Egypt	12	3			1		1								1		14	3
El Salvador	7	1	2	2			2	2									9	3
Equatorial Guinea	2																2	
Eritrea	4	1			1	1	1	1							-1		4	2
Estonia	3	1	1	1			1	1									4	2
Ethiopia	23	6							5	2	5		10	2	8	1	21	5

TABLE 4

CHANGES IN STAFF IN POSTS SUBJECT TO GEOGRAPHICAL DISTRIBUTION
BY NATIONALITY, TYPE OF APPOINTMENT AND GENDER
(30 June 1998 and 30 June 1999)

Country of Nationality	No. of Staff as of 30/6/98		APPOINTMENTS						SEPARATIONS a/						Other staff Changes b/		No. of Staff as of 30/6/99	
			Career		Non career		Total		Career		Non career		Total					
	ALL	F	All	F	All	F	All	F	All	F	All	F	All	F	All	F	All	F
Fiji	1																1	
Finland	11	5			2	1	2	1									13	6
France	96	41	5	3	5	1	10	4	4	2	4		8	2	7	2	105	45
Gabon	2																2	
Gambia	5																5	
Georgia	2														1		3	
Germany	122	40	4	3	2	1	6	4	8	4	8		16	4	12	3	124	43
Ghana	11	4															11	4
Greece	9	6													1		10	6
Grenada	2																2	
Guatemala	6	1							1		1		2		1		5	1
Guinea	5	1							1		1		2		1		4	1
Guinea-Bissau	1														1			
Guyana	12	7													2	2	14	9
Haiti	4	2															4	2
Honduras	2																2	
Hungary	7	1			1	1	1	1									8	2
Iceland	5																5	
India	42	13							2	1	2		4	1	4	1	42	13
Indonesia	5	1			1		1								1	1	7	2
Iran (Islamic Republic of)	13	7													1		12	7
Iraq	9	2							1		1		2		1		8	2
Ireland	13	7															13	7
Israel	9	4													2		11	4
Italy	62	22	1	1	3	1	4	2	4	2	4	1	8	3	6	1	64	22
Jamaica	14	8														1	14	7
Japan	104	56	6	5	2	1	8	6	6	4	6		12	4	6	3	106	61
Jordan	13	3			1		1		1		1		2		1	2	11	1
Kazakhstan															1		1	
Kenya	13	4															13	4
Kuwait																		
Kyrgyzstan																		
Lao People's Democratic Republic																		
Latvia	3	1	1				1								1		3	1
Lebanon	15	5							1		1		2		1		14	5
Lesotho	6	4													1	1	7	5
Liberia	8	4			1	1	1	1	1		1		2				7	5
Libyan Arab Jamahiriya	4																4	
Liechtenstein																		
Lithuania	4	3															4	3
Luxembourg	2	1													1		3	1
Madagascar	7	1															7	1
Malawi	8	1							1	1	1		2	1	1		7	
Malaysia	11	5															11	5
Maldives																		
Mali	9	1															9	1
Malta	3																3	
Marshall Islands																		
Mauritania	4																4	
Mauritius	8								1		1		2				6	
Mexico	21	10			1	1	1	1							1		23	11
Micronesia (Federated States of)																		
Monaco																		
Mongolia	3	2	1				1										4	2
Morocco	8	3															8	3
Mozambique																		
Myanmar	4	1															4	1
Namibia	3	1															3	1

TABLE 4

CHANGES IN STAFF IN POSTS SUBJECT TO GEOGRAPHICAL DISTRIBUTION
BY NATIONALITY, TYPE OF APPOINTMENT AND GENDER
(30 June 1998 and 30 June 1999)

Country of Nationality	No. of Staff as of 30/6/98		APPOINTMENTS						SEPARATIONS a/						Other staff Changes b/		No. of Staff as of 30/6/99	
			Career		Non career		Total		Career		Non career		Total					
	ALL	F	All	F	All	F	All	F	All	F	All	F	All	F	All	F	All	F
Nepal	7																7	
Netherlands	28	4			1		1		1		1		2				29	5
New Zealand	9	5			3		3										12	5
Nicaragua	7	4							1		1		2		1		6	4
Niger	5	3										1		1	-2		3	2
Nigeria	15	3							2		2		4		2		13	3
Norway	5	2							1	1	1		2	1	1		4	1
Oman	2	1															2	1
Pakistan	19	5			1		1								-1	-1	19	4
Palau																		
Panama	3	1															3	1
Papua New Guinea	3		1				1										4	
Paraguay	3	1	1	1			1	1									4	2
Peru	17	6							1		1		2		1		16	6
Philippines	66	38							7	4	7		14	4	9	2	61	36
Poland	14	1			1	1	1	1									15	2
Portugal	6	3	1				1		1	1	1		2	1	1		6	2
Qatar	2																2	
Republic of Korea	18	8	3		3		6		1	1	1		2	1	1		23	7
Republic of Moldova																		
Romania	3		1				1										4	
Russian Federation	128	15			1		1								-7		122	15
Rwanda	5	1	1				1										6	1
Saint Kitts and Nevis	6	4															6	4
Saint Lucia	4	2															4	2
Saint Vincent and the Grenadines	5	2															5	2
Samoa	1																1	
San Marino																		
Sao Tome and Principe																		
Saudi Arabia	7	5			1	1	1	1	1	1	1		2	1	1		7	5
Senegal	14	5							1		1		2		2		14	5
Seychelles	2																2	
Sierra Leone	8	2							1		1		2		1		7	2
Singapore	9	5	1				1								-1	-1	9	4
Slovakia	5																5	
Slovenia	1																1	
Solomon Islands																		
Somalia	8	2							1		1		2		1		7	2
South Africa	7	3			2	1	2	1									9	4
Spain	38	16	3	2	2	1	5	3							1	1	44	20
Sri Lanka	7	3															7	3
Sudan	9								1		1		2		2	1	9	1
Suriname	2	1															2	1
Swaziland	3	1															3	1
Sweden	21	9													-2	-1	19	8
Syrian Arab Republic	8	3										1		1		1	8	3
Tajikistan																		
Thailand	27	15							1		1		2		2		27	15
The former Yugoslav Republic of Macedonia	2	1	1		1		2										4	1
Togo	5																5	
Trinidad and Tobago	17	11										1		1	-2		15	10
Tunisia	10	1							1	1	1		2	1	2	1	10	1
Turkey	10	4			1	1	1	1									11	5
Turkmenistan																		
Uganda	12	6															12	6
Ukraine	22	1	1	1			1	1							-1		22	2
United Arab Emirates	1	1															1	1

TABLE 4

CHANGES IN STAFF IN POSTS SUBJECT TO GEOGRAPHICAL DISTRIBUTION
BY NATIONALITY, TYPE OF APPOINTMENT AND GENDER
(30 June 1998 and 30 June 1999)

Country of Nationality	No. of Staff as of 30/6/98		APPOINTMENTS						SEPARATIONS a/						Other staff Changes b/		No. of Staff as of 30/6/99	
			Career		Non career		Total		Career		Non career		Total					
	ALL	F	All	F	All	F	All	F	All	F	All	F	All	F	All	F	All	F
United Kingdom of Great Britain and Northern Ireland	81	31			8	1	8	1	3	2	3		6	2	2	1	85	31
United Republic of Tanzania	12	5			1	1	1	1	2		2		4		2		11	6
United States of America	361	189	1	1	7	5	8	6	22	7	22	4	44	11	20	3	345	187
Uruguay	9	1			1	1	1	1									10	2
Uzbekistan																		
Vanuatu																		
Venezuela	13	8			2	1	2	1							-2		13	9
Viet Nam	5	2															5	2
Yemen	5	1													-2	-1	3	
Yugoslavia	11	2							1		1		2		1		10	2
Zambia	5								2		2		4		2		3	
Zimbabwe	7	1			1		1								-1		7	1
Subtotal	*2384*	*881*	*41*	*22*	*81*	*35*	*122*	*57*	*112*	*40*	*112*	*10*	*224*	*50*	*113*	*27*	*2395*	*915*
Other																		
Palestine																		
Stateless	3																3	
Switzerland	12	4			1		1								-2		11	4
Tuvalu	1																1	
Subtotal	*16*	*4*			*1*		*1*								-2		*15*	*4*
Total	2400	885	41	22	82	35	123	57	112	40	112	10	224	50	111	27	2410	919

a/ Includes all resignations, retirements, expiry of fixed-term appointments and separations from service for any other cause.

b/ Shows gains and losses resulting from staff:

1. Movement between posts subject to geographical distribution and posts with special language requirements;
2. Placed on special leave without pay or returned from such leave;
3. Detailed or assigned to technical assistance project or returned from such project;
4. Seconded to UNDP or other United Nations bodies or returned from such secondment;
5. Promoted from the General Service category to the Professional category;
6. Changing nationality.

TABLE 5

STAFF IN POSTS WITH SPECIAL LANGUAGE REQUIREMENTS
BY NATIONALITY, GRADE AND GENDER
(30 JUNE 1998 and 30 JUNE 1999)

COUNTRY OF NATIONALITY	Total Staff 30/6/98	Total Fem. 30/6/98	P-5		P-4		P-3		P-2		P-1		Total Fem. 30/6/99	Total Staff 30/6/99
			M	F	M	F	M	F	M	F	M	F		
Algeria	6	0	1		2		3						0	6
Argentina	28	12	1	3	6	5	5	4	1				12	25
Austria	2	1	1			1							1	2
Belarus	7	0			2		4						0	6
Belgium	16	8	2	2	4	3	1	3					8	15
Benin	2	0			1				1				0	2
Brazil	1	1						1					1	1
Bulgaria	1	0	1										0	1
Burkina Faso	1	0					1						0	1
Cameroon	1	0					1						0	1
Canada	12	8			3	3	1	3					6	10
Chile	13	7	2	1	1	3	3			1			5	11
China	128	33	11	5	40	10	43	15	1	4			34	129
Colombia	7	6	1	2		3		2					7	8
Costa Rica	1	1						1					1	1
Cote d'Ivoire	1	0					1						0	1
Cuba	6	3			1	2	2	1					3	6
Ecuador	2	1			1	1							1	2
Egypt	64	18	11	3	16	7	8	8	2				18	55
France	119	84	9	13	15	37	11	29	1	4			83	119
Germany	3	3		1		1		1	1				3	4
Ghana	2	0			1		1						0	2
Guatemala	1	1				1							1	1
Guyana	3	2			1	1		1					2	3
India	1	1						1					1	1
Iran (Islamic Republic of)	1	1						1					1	1
Iraq	1	0			1			1					1	2
Ireland	2	1						1					1	1
Israel	2	0	1				1						0	2
Jamaica	1	1				2							2	2
Jordan	5	1	2		1			2					2	5
Kazakhstan	2	0	1										0	1
Kenya	1	0							1				0	1
Lebanon	11	6	1		1	4	3	2					6	11
Madagascar	1	1						1					1	1
Malaysia	1	0			1								0	1
Mali	1	0			1								0	1
Mauritius	1	1								1			1	1
Mexico	5	4		2				2					4	4
Morocco	5	0			1		4		3	1			1	9
Panama	1	0			1								0	1
Paraguay	1	1						1					1	1
Peru	5	3				1	2	2					3	5
Russian Federation	140	5	17		53	2	63	2	1	3			7	141
Senegal	7	0					4		1				0	5
Spain	32	12	4	3	12	3	4	5	1	3			14	35
Sudan	8	0	1		3		3		2				0	9
Sweden	1	1						1					1	1

TABLE 5

STAFF IN POSTS WITH SPECIAL LANGUAGE REQUIREMENTS
BY NATIONALITY, GRADE AND GENDER
(30 JUNE 1998 and 30 JUNE 1999)

COUNTRY OF NATIONALITY	Total Staff 30/6/98	Total Fem. 30/6/98	P-5 M	P-5 F	P-4 M	P-4 F	P-3 M	P-3 F	P-2 M	P-2 F	P-1 M	P-1 F	Total Fem. 30/6/99	Total Staff 30/6/99
Syrian Arab Republic	15	5	1		7	1	2	3		1			5	15
Trinidad and Tobago	3	2	1			1				1			2	3
Tunisia	15	3	1		7	2	4	1					3	15
Ukraine	8	0			1		7						0	8
United Kingdom of Great Britain and Northern Ireland	58	28	6	9	14	13	9	3	2	2			27	58
United States of America	84	45	3	8	19	15	12	18		3			44	78
Uruguay	5	3			1	1	1	3					4	6
Yemen	1	0			1								0	1
Subtotal	***852***	***314***	***79***	***52***	***219***	***123***	***204***	***119***	***18***	***24***	***0***	***0***	***318***	***838***
Palestine	2	0			2								0	2
Switzerland	6	4		1	1	3	1						4	6
Subtotal	***8***	***4***	***0***	***1***	***3***	***3***	***1***	***0***	***0***	***0***	***0***	***0***	***4***	***8***
														0
Total	**860**	**318**	**79**	**53**	**222**	**126**	**205**	**119**	18	24	0	0	322	846

TABLE 6

STAFF IN THE PROFESSIONAL AND HIGHER CATEGORIES APPOINTED SPECIFICALLY FOR MISSION SERVICE
BY NATIONALITY, GRADE AND GENDER
(30 JUNE 1998 AND 30 JUNE 1999)

COUNTRY OF NATIONALITY	Number of Staff as of 30/6/98		USG		ASG		D-2		D-1		P-5		P-4		P-3		P-2		P-1		Number of Staff as of 30/6/99	
	All	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F	F	All
Afghanistan											1						1					2
Albania													1									1
Algeria	1																	1			1	1
Argentina	5	2					1				1			1		1					2	4
Australia	9				1				1		1		2		5		1		1			12
Austria	4	1					1							1			2				1	4
Bangladesh	4														1							1
Belgium	9	3											1		4		1					6
Benin	1	1												1							1	1
Bolivia	1										1				2							3
Brazil	4	2													2	1					1	3
Bulgaria													2		1							3
Burkina Faso	1												1		1							2
Burundi	1												1		1							2
Cameroon	3	1											2				1					3
Canada	24	5			1				1		1		9	1	5			2			3	20
Central African Republic	1																					
Chad															1							1
Chile	5	2														1	2				1	3
China	3	1											1		1	1					1	3
Colombia	3													1	2		1				1	4
Costa Rica	1														1		1					2
Cote d'Ivoire	3	2													1	1	1	1			2	4
Croatia	2	1														1					1	1
Czech Republic																				1	1	1
Democratic Republic of the Congo															1							1
Denmark	2								1								1					2
Dominican Republic	1	1														1					1	1
Ecuador																	1					1
Egypt	3												1				1					2
El Salvador	2												2		1							3
Equatorial Guinea	1																					
Eritrea	1																					
Ethiopia	6						1				1		3		1							6
Fiji	2				1						1											2
Finland	6	2			1								2		1		1					5

TABLE 6

STAFF IN THE PROFESSIONAL AND HIGHER CATEGORIES APPOINTED SPECIFICALLY FOR MISSION SERVICE

BY NATIONALITY, GRADE AND GENDER

(30 JUNE 1998 AND 30 JUNE 1999)

COUNTRY OF NATIONALITY	Number of Staff as of 30/6/98		USG		ASG		D-2		D-1		P-5		P-4		P-3		P-2		P-1		Number of Staff as of 30/6/99	
	All	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F	F	All
France	15	8									3		2	2	2	3	3	3			8	18
Gabon	1								1						1							2
Gambia	1												1									1
Germany	4	2			1								1	1	1	3	2	2			6	11
Ghana	5						1						1		4		1					7
Greece	1																1	1			1	2
Guinea	2														1		1					2
Guinea-Bissau	3																					
Guyana	3	2										2									2	2
Hungary	1						1															1
India	18	3	1				1		1		1		3	1	7	1	3	1			3	20
Iran (Islamic Republic of)	1										1											1
Iraq	1																					
Ireland	8	1											2		2	1	1				1	6
Italy	7	3							1				3		2		3	1		1	2	11
Jamaica	1	1														1		1			2	2
Japan													1					1			1	2
Jordan	1												1				1					2
Kenya	3	1													2			2			2	4
Lebanon	1														1		1					2
Liberia	1								1				1		2							4
Libyan Arab Jamahiriya	1																					
Malaysia	3	1																1			1	1
Mali	4								1		1						1					3
Malta																1					1	1
Mauritania	1												1									1
Mexico	2																					
Mongolia	1																					
Morocco	2																					
Myanmar	1														1							1
Nepal	2												2									2
Netherlands	2												1		1							2
New Zealand	3			1	1								1	2	1	2	1				5	9
Nicaragua	1	1																				
Niger	1												1		1							2
Nigeria	6	1	1						1		2		2		1	1	1				1	9

TABLE 6

STAFF IN THE PROFESSIONAL AND HIGHER CATEGORIES APPOINTED SPECIFICALLY FOR MISSION SERVICE
BY NATIONALITY, GRADE AND GENDER
(30 JUNE 1998 AND 30 JUNE 1999)

COUNTRY OF NATIONALITY	Number of Staff as of 30/6/98		USG		ASG		D-2		D-1		P-5		P-4		P-3		P-2		P-1		Number of Staff as of 30/6/99	
	All	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F	F	All
Norway	3	1					1						1			1					1	3
Pakistan	1								1						1		1					3
Panama																		1			1	1
Peru	4	1									1							1			1	2
Philippines	2	2										1			1	1					2	3
Poland	6										1		1	1	1						1	4
Portugal	2	1															1					1
Republic of Korea	1	1														1					1	1
Romania	1				1											1					1	2
Russian Federation	17	1							1		2		4		3							10
Rwanda	1												2									2
Sao Tome and Principe	1														1							1
Senegal	5	1							1				1			1					1	3
Sierra Leone	6	2											1	1	1						1	3
Slovakia	1	1																1			1	1
Slovenia															1							1
Somalia	1										1		1									2
South Africa	1												1									1
Spain	3	1									1					1	3	1		1	3	7
Sri Lanka	2												1		1							2
Sudan	6	2									1		3	1		1	1				2	7
Sweden	3										1		1				1					3
Syrian Arab Republic									1								1					2
Thailand																1					1	1
The Former Yugoslav Republic of Macedonia													1									1
Togo	2												2	1							1	3
Trinidad and Tobago	3	2											1					1			1	2
Tunisia	1														1							1
Turkey	2								1						1							2
Uganda							1								1							2
Ukraine	2												3									3
United Kingdom of Great Britain and Northern Ireland	27	7			1		2		1		1		3	4	6		3	3	1	2	9	27
United Republic of Tanzania	3	1													2	1					1	3
United States of America	52	23							2		1		7	2	8	9	5	12			23	46

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TABLE 6

STAFF IN THE PROFESSIONAL AND HIGHER CATEGORIES APPOINTED SPECIFICALLY FOR MISSION SERVICE
BY NATIONALITY, GRADE AND GENDER
(30 JUNE 1998 AND 30 JUNE 1999)

COUNTRY OF NATIONALITY	Number of Staff as of 30/6/98		USG		ASG		D-2		D-1		P-5		P-4		P-3		P-2		P-1		Number of Staff as of 30/6/99	
	All	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F	F	All
Uruguay	1												1		1							2
Venezuela	3												1		1							2
Yugoslavia	2										1						1					2
Zimbabwe	3												2				1					3
Subtotal	385	95	2	1	8		10		17		26	3	90	21	93	38	53	37	2	5	105	406
Others																						
Palestine	1																					
Switzerland	4	1									1		1									2
Subtotal	5	1									1		1									2
Total	390	96	2	1	8		10		17		27	3	91	21	93	38	53	37	2	5	105	408

TABLE 7
DESIRABLE RANGE AND WEIGHTED DISTRIBUTION FOR STAFF IN POSTS
SUBJECT TO GEOGRAPHICAL DISTRIBUTION
AND ACTUAL AND WEIGHTED STAFF POSITION, BY MEMBER STATE
(AS OF 30 JUNE 1999)

Country of Nationality	1/ Assessment	2/ Desirable Range	3/ Mid-Point	4/ No. of Staff	Weighted Range	Weighted Mid-Point	Weighted Staff Position
Afghanistan	0.003 %	1-14	6.14	5	77-1029	429.79	395
Albania	0.003 %	1-14	5.75	1	73-1029	401.07	59
Algeria	0.094 %	3-14	7.61	10	186-1029	538.20	911
Andorra	0.004 %	1-14	5.68	0	73-1029	396.15	0
Angola	0.010 %	1-14	6.02	1	73-1029	420.98	73
Antigua and Barbuda	0.002 %	1-14	5.65	1	73-1029	394.05	100
Argentina	1.024 %	16-26	21.06	18	1174-1879	1.526.36	1464
Armenia	0.011 %	1-14	5.86	5	73-1029	409.66	240
Australia	1.482 %	22-32	27.23	31	1527-2332	1.979.31	2460
Austria	0.941 %	14-24	19.26	17	1041-1747	1.393.96	1203
Azerbaijan	0.022 %	1-14	6.11	0	75-1029	427.54	0
Bahamas	0.015 %	1-14	5.84	7	73-1029	408.07	410
Bahrain	0.017 %	1-14	5.88	0	73-1029	410.69	0
Bangladesh	0.010 %	4-14	8.49	10	250-1029	602.46	857
Barbados	0.006 %	1-14	5.74	3	73-1029	400.68	249
Belarus	0.052 %	2-14	7.03	11	142-1029	495.06	777
Belgium	1.103 %	17-26	21.63	22	1215-1920	1.567.58	1802
Belize	0.001 %	1-14	5.64	1	73-1029	393.25	59
Benin	0.002 %	1-14	5.78	5	73-1029	403.26	323
Bhutan	0.001 %	1-14	5.66	4	73-1029	395.90	278
Bolivia	0.007 %	1-14	5.89	2	73-1029	411.84	118
Bosnia and Herzegovina	0.005 %	1-14	5.80	0	73-1029	404.60	0
Botswana	0.010 %	1-14	5.80	3	73-1029	404.82	144
Brazil	1.470 %	28-35	30.22	33	1847-2552	2.199.37	2532
Brunei Darussalam	0.020 %	1-14	5.91	0	73-1029	413.35	0
Bulgaria	0.019 %	1-14	6.08	13	73-1029	425.72	912
Burkina Faso	0.002 %	1-14	5.89	7	73-1029	411.90	544
Burundi	0.001 %	1-14	5.77	7	73-1029	403.03	447
Cambodia	0.001 %	1-14	5.88	2	73-1029	410.72	132
Cameroon	0.013 %	1-14	6.12	18	75-1029	428.09	1303
Canada	2.754 %	39-53	45.58	55	2835-3835	3.335.14	4241
Cape Verde	0.002 %	1-14	5.66	3	73-1029	394.60	206
Central African Republic	0.001 %	1-14	5.71	3	73-1029	398.46	191
Chad	0.001 %	1-12	5.78	3	73-1029	403.74	220
Chile	0.131 %	3-14	7.82	32	201-1029	553.50	2077
China	0.973 %	40-55	47.49	39	2948-3988	3.467.71	2957
Colombia	0.109 %	3-14	7.99	10	213-1029	565.73	783
Comoros	0.001 %	1-14	5.35	1	73-1029	393.94	73
Congo	0.003 %	1-14	5.73	4	73-1029	399.43	279
Costa Rica	0.016 %	1-14	5.93	5	73-1029	414.31	406
Cote d'Ivoire	0.009 %	1-14	6.09	11	73-1029	425.93	762
Croatia	0.036 %	1-14	6.24	6	85-1029	437.16	335
Cuba	0.026 %	1-14	6.24	9	85-1029	437.52	615
Cyprus	0.034 %	1-14	6.13	4	76-1029	428.81	399
Czech Republic	0.121 %	3-14	7.59	9	183-1029	535.15	684
Democratic People's Republic of Korea	0.019 %	2-14	6.40	1	97-1029	449.24	48
Democratic Republic of the Congo	0.007 %	2-14	6.78	7	125-1029	477.21	512
Denmark	0.691 %	11-20	15.52	8	774-1479	1.126.57	570
Djibouti	0.001 %	1-14	5.65	2	73-1029	393.91	161
Dominica	0.001 %	1-14	5.64	2	73-1029	393.01	121
Dominican Republic	0.015 %	1-14	6.02	5	73-1029	421.01	355
Ecuador	0.020 %	1-14	6.17	5	80-1029	432.34	302
Egypt	0.085 %	3-14	7.93	14	208-1029	561.14	1317
El Salvador	0.012 %	1-14	5.92	9	73-1029	414.10	482
Equatorial Guinea	0.001 %	1-14	5.65	2	73-1029	393.57	107
Eritrea	0.001 %	1-14	5.71	4	73-1029	399.35	201
Estonia	0.015 %	1-14	5.87	4	73-1029	410.04	203
Ethiopia	0.006 %	2-14	7.03	21	143-1029	495.65	1279
Fiji	0.004 %	1-14	5.70	1	73-1029	397.36	100
Finland	0.542 %	9-18	13.49	13	617-1322	965.80	964
France	6.540 %	85-110	100.47	105	6255-8464	7.360.09	7878
Gabon	0.015 %	1-14	5.86	2	73-1029	409.44	118

TABLE 7
DESIRABLE RANGE AND WEIGHTED DISTRIBUTION FOR STAFF IN POSTS SUBJECT TO GEOGRAPHICAL DISTRIBUTION AND ACTUAL AND WEIGHTED STAFF POSITION, BY MEMBER STATE (AS OF 30 JUNE 1999)

Gambia	0.001 %	1-14	5.66	5	73-1029	394.79	488
Georgia	0.019 %	1-14	6.02	3	73-1029	420.81	219
Germany	9.808 %	126-170	147.73	124	9208-12458	10,832.70	9042
Ghana	0.007 %	1-14	6.13	11	76-1029	428.91	953
Greece	0.351 %	6-16	10.88	10	425-1131	778.06	722
Grenada	0.001 %	1-14	5.64	2	73-1029	393.05	96
Guatemala	0.018 %	1-14	6.13	5	76-1029	428.96	364
Guinea	0.003 %	1-14	5.84	4	73-1029	407.52	268
Guinea-Bissau	0.001 %	1-14	5.66	0	73-1029	394.70	0
Guyana	0.001 %	1-14	5.65	14	73-1029	394.28	1203
Haiti	0.002 %	1-14	5.82	4	73-1029	406.16	345
Honduras	0.003 %	1-14	5.80	2	73-1029	405.22	107
Hungary	0.120 %	3-14	7.57	8	182-1029	534.90	536
Iceland	0.032 %	1-14	6.09	5	73-1029	425.91	353
India	0.299 %	26-36	31.21	42	1919-2624	2,271.78	3959
Indonesia	0.184 %	8-18	12.75	7	563-1268	915.74	549
Iran (Islamic Republic of)	0.193 %	5-15	9.77	12	344-1049	696.49	993
Iraq	0.045 %	2-14	6.73	8	121-1029	473.46	614
Ireland	0.224 %	4-14	6.91	13	281-1029	623.21	1059
Israel	0.345 %	6-15	10.68	11	411-1116	763.79	848
Italy	5.432 %	72-97	84.60	64	5265-7124	6,194.39	4660
Jamaica	0.006 %	1-14	5.76	14	73-1029	402.29	939
Japan	19.984 %	250-338	294.25	106	18357-24835	21,596.74	6957
Jordan	0.006 %	1-14	5.83	11	73-1029	407.44	819
Kazakhstan	0.066 %	2-14	6.94	1	136-1029	488.72	88
Kenya	0.007 %	2-14	6.44	13	100-1029	452.20	1089
Kuwait	0.134 %	3-14	7.58	0	183-1029	535.43	0
Kyrgyzstan	0.008 %	1-14	5.84	0	73-1029	407.86	0
Lao People's Democratic Republic	0.001 %	1-14	5.75	0	73-1029	401.28	0
Latvia	0.024 %	1-14	6.02	3	73-1029	421.20	144
Lebanon	0.016 %	1-14	5.92	14	73-1029	413.78	976
Lesotho	0.002 %	1-14	5.70	7	73-1029	397.40	473
Liberia	0.002 %	1-14	5.71	7	73-1029	398.64	517
Libyan Arab Jamahiriya	0.132 %	3-14	7.64	4	187-1029	539.84	322
Liechtenstein	0.006 %	1-14	5.71	0	73-1029	398.19	0
Lithuania	0.022 %	1-14	6.02	4	73-1029	421.13	228
Luxembourg	0.068 %	2-14	6.60	3	111-1029	463.97	177
Madagascar	0.003 %	1-14	6.01	7	73-1029	420.58	516
Malawi	0.002 %	1-14	5.88	7	73-1029	410.79	499
Malaysia	0.180 %	4-14	8.56	11	263-1029	615.22	997
Maldives	0.001 %	1-14	5.64	0	73-1029	393.32	0
Mali	0.002 %	1-14	5.90	9	73-1029	412.49	674
Malta	0.014 %	1-14	5.83	3	73-1029	407.16	288
Marshall Islands	0.001 %	1-14	5.64	0	73-1029	392.98	0
Mauritania	0.001 %	1-14	5.69	4	73-1029	396.80	291
Mauritius	0.009 %	1-14	5.78	6	73-1029	403.18	597
Mexico	0.980 %	17-27	21.83	23	1230-1935	1,582.40	1735
Micronesia (Federated States of)	0.001 %	1-14	5.64	0	73-1029	393.07	0
Monaco	0.004 %	1-14	5.68	0	73-1029	396.09	0
Mongolia	0.002 %	1-14	5.70	4	73-1029	397.86	225
Morocco	0.041 %	2-14	6.83	8	128-1029	480.95	654
Mozambique	0.001 %	1-14	6.04	0	73-1029	422.55	0
Myanmar	0.008 %	2-14	6.78	4	124-1029	476.78	320
Namibia	0.007 %	1-14	5.76	3	73-1029	401.81	144
Nepal	0.004 %	1-14	6.16	7	79-1029	431.25	556
Netherlands	1.631 %	24-34	29.30	29	1779-2484	2,131.23	2052
New Zealand	0.221 %	4-14	8.86	12	277-1029	629.97	1011
Nicaragua	0.001 %	1-14	5.73	6	73-1029	399.95	387
Niger	0.002 %	1-14	5.87	3	73-1029	409.71	236
Nigeria	0.040 %	4-14	8.80	13	273-1029	625.57	1009
Norway	0.610 %	10-19	14.44	4	687-1393	1,039.97	278
Oman	0.051 %	2-14	6.40	2	97-1029	449.25	212
Pakistan	0.059 %	5-14	9.51	19	325-1030	677.41	1543
Palau	0.001 %	1-14	5.64	0	73-1029	392.91	0
Panama	0.013 %	1-14	5.87	3	73-1029	409.95	219
Papua New Guinea	0.007 %	1-14	5.82	4	73-1029	406.52	214
Paraguay	0.014 %	1-14	5.93	4	73-1029	414.80	280

TABLE 7

DESIRABLE RANGE AND WEIGHTED DISTRIBUTION FOR STAFF IN POSTS SUBJECT TO GEOGRAPHICAL DISTRIBUTION AND ACTUAL AND WEIGHTED STAFF POSITION, BY MEMBER STATE (AS OF 30 JUNE 1999)

Peru	0.095 %	3-14	7.52	16	179-1029	531.56	1239
Philippines	0.080 %	4-14	8.40	61	243-1029	595.72	4016
Poland	0.207 %	5-14	9.46	15	321-1029	673.68	1127
Portugal	0.417 %	7-17	11.81	6	494-1199	846.28	549
Qatar	0.033 %	1-14	6.11	2	75-1029	427.43	159
Republic of Korea	0.994 %	16-26	20.87	23	1159-1865	1 512.05	1379
Republic of Moldova	0.018 %	1-14	5.98	0	73-1029	417.81	0
Romania	0.067 %	2-14	7.09	4	147-1029	499.91	217
Russian Federation	1.487 %	25-35	30.24	122	1848-2553	2 200.34	8088
Rwanda	0.001 %	1-14	5.76	6	73-1029	401.88	324
Saint Kitts and Nevis	0.001 %	1-14	5.64	6	73-1029	392.65	121
Saint Lucia	0.001 %	1-14	5.64	4	73-1029	393.12	291
Saint Vincent and the Grenadines	0.001 %	1-14	5.64	5	73-1029	393.87	301
Samoa	0.001 %	1-14	5.64	1	73-1029	393.16	59
San Marino	0.002 %	1-14	5.65	0	73-1029	393.98	0
Sao Tome and Principe	0.001 %	1-14	5.64	0	73-1029	393.11	0
Saudi Arabia	0.569 %	9-19	14.19	7	668-1374	1 021.62	499
Senegal	0.006 %	1-14	5.90	14	73-1029	412.43	1113
Seychelles	0.002 %	1-14	5.65	2	73-1029	394.06	147
Sierra Leone	0.001 %	1-14	5.73	7	73-1029	400.05	527
Singapore	0.178 %	3-14	8.21	9	229-1029	581.81	768
Slovakia	0.039 %	2-14	6.30	5	89-1029	441.77	298
Slovenia	0.061 %	2-14	6.84	1	107-1029	453.24	88
Solomon Islands	0.001 %	1-14	5.64	0	73-1029	393.54	0
Somalia	0.001 %	1-14	5.86	7	73-1029	409.25	555
South Africa	0.366 %	7-17	11.82	9	494-1200	847.02	669
Spain	2.589 %	37-50	43.54	44	2701-3614	3 177.31	2809
Sri Lanka	0.012 %	1-14	6.21	7	82-1029	434.94	966
Sudan	0.007 %	2-14	6.34	9	92-1029	444.68	686
Suriname	0.004 %	1-14	5.69	2	73-1029	396.76	132
Swaziland	0.002 %	1-14	5.67	2	73-1029	395.50	267
Sweden	1.084 %	17-26	21.52	19	1193-1898	1 545.43	1619
Syrian Arab Republic	0.064 %	2-14	6.87	8	131-1029	483.44	547
Tajikistan	0.005 %	1-14	5.83	0	73-1029	405.95	0
Thailand	0.167 %	5-14	9.37	27	315-1029	667.30	1662
The former Yugoslav Republic of Macedonia	0.004 %	1-14	5.73	4	73-1029	399.54	192
Togo	0.001 %	1-14	5.73	5	73-1029	399.89	387
Trinidad and Tobago	0.017 %	1-14	5.39	15	73-1029	411.30	948
Tunisia	0.028 %	1-14	6.23	10	84-1029	436.41	893
Turkey	0.440 %	9-18	13.34	11	606-1311	958.60	993
Turkmenistan	0.008 %	1-14	5.84	0	73-1029	407.85	0
Uganda	0.004 %	1-14	6.13	12	76-1029	429.12	943
Ukraine	0.302 %	6-16	11.10	22	442-1147	794.28	1558
United Arab Emirates	0.178 %	3-14	8.22	1	230-1029	582.61	88
United Kingdom of Great Britain and Northern Ireland	5.090 %	68-92	75.74	85	4962-6713	5 837.39	6557
United Republic of Tanzania	0.003 %	2-14	6.36	11	94-1029	446.32	942
United States of America	25.000 %	314-425	369.17	345	23036-31166	27 101.26	26218
Uruguay	0.048 %	2-14	6.38	10	95-1029	447.80	853
Uzbekistan	0.037 %	2-14	6.67	0	116-1029	468.90	0
Vanuatu	0.001 %	1-14	5.64	0	73-1029	393.17	0
Venezuela	0.176 %	4-14	8.64	13	261-1029	613.93	876
Viet Nam	0.007 %	3-14	7.43	5	172-1029	524.80	352
Yemen	0.010 %	1-14	6.13	3	76-1029	428.87	261
Yugoslavia	0.034 %	2-14	6.35	10	93-1029	445.18	678
Zambia	0.002 %	1-14	5.84	3	73-1029	407.73	235
Zimbabwe	0.009 %	1-14	6.02	7	73-1029	421.14	539
Subtotal	100.000 %			2395			

1/ Source: General Assembly Resolution 52/215 of 22 December 1997.

2/ Derived from application of the methodology established by the General Assembly in its resolution 42/220 of 21 December 1987.

3/ Calculated on the basis of the membership, population and contribution factors.

4/ Excludes 15 staff members from non-Member States.

TABLE 8

GENDER DISTRIBUTION OF STAFF IN THE UNITED NATIONS SECRETARIAT BY DEPARTMENT OR OFFICE AND GRADE

A. STAFF IN THE PROFESSIONAL AND HIGHER CATEGORIES IN POSTS SUBJECT TO GEOGRAPHICAL DISTRIBUTION
(AS OF 30 JUNE 1999)

DEPARTMENT/ OFFICE	USG		ASG		D-2		D-1		P-5		P-4		P-3		P-2		P-1		Total		GRAND	Percent
	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F	TOTAL	Women
dda	1				1		1	1	2	5	5	2	3	1	2	1			15	10	25	40.0%
desa	1		1	1	7	3	18	8	31	25	44	38	30	22	12	14			144	111	255	43.5%
dgaacs	1		2		3		8	5	7	4	3	7	4	6	1	3			29	25	54	46.3%
dm	1				1		3	3	5	4	2	5	1	2		2			13	16	29	55.2%
dm/ocss			1		3		4	1	13	5	23	8	19	9	7	4			70	27	97	27.8%
dm/ohrm				1		2	2	1	6	12	11	12	8	9	4	5			31	42	73	57.5%
dm/oppba			1		4		2	3	6	6	15	16	12	11	8	7			48	43	91	47.3%
dpa	1		2		3	3	7	7	15	5	16	7	6	12	4	3			54	37	91	40.7%
dpi	1				5		9	8	22	11	36	33	27	44	20	23			120	119	239	49.8%
dpko	1		2		4		7	2	4	6	13	8	9	12	3	5			43	33	76	43.4%
dpkofaid					1		3		7	1	5	5	9	2	3	1			28	9	37	24.3%
eca	1					1	4	3	24	5	32	9	31	12	13	7			105	37	142	26.1%
ece	1					1	6	2	15	5	18	5	23	7	8	5			71	25	96	26.0%
eclac	1				1		5	5	10	4	33	14	22	11	21	10			93	44	137	32.1%
escap	1					1	7	2	19	2	29	9	19	10	7	12			82	36	118	30.5%
escwa	1						7		15	3	18	5	5	12	5	2			51	22	73	30.1%
interorg					1				3			1		2	1	1			5	4	9	44.4%
ocha	1				4		2		9	3	5	4	5	7		5			26	19	45	42.2%
odccp	1				1		4	1	9		10	7	11	6	3	5			39	21	60	35.0%
ohchr		1	1		1		3	1	7	6	14	4	14	17	6	6			46	35	81	43.2%
oios	1						2	2	4	2	13	8	7	3	5	2			32	17	49	34.7%
oia	1		1		3		5	4	11	6	8	7	5	8	5	4			43	29	72	40.3%
osg	1	1	1	1	2	3	5	1	3	2	2	1	3	3	1	1			18	13	31	41.9%
osrsgcac											1		1						2	0	2	0.0%
regcom								1	1		1								2	1	3	33.3%
uncc			1		1				1										3	0	3	0.0%
unchs							1	1	5	2	9	3	6	3	1	2			22	11	33	33.3%
unctad	1		1		3	2	10	1	33	7	40	11	32	21	15	5			135	47	182	25.8%
unep	1				1		1		3	1	2	3		1	2	2			10	7	17	41.2%
unfip											1	1							1	1	2	50.0%
unjspf					1		1	1	4	2	7	6	3	5		1			16	15	31	48.4%
unog	1				1		6	4	7	5	10	10	20	11	10	11			55	41	96	42.7%
unoip	1								1			2				2			2	4	6	66.7%
unon							1		1	1	4		3	1	1	2			10	4	14	28.6%
unov					1		2	2	7	3	10	3	4	3	3	2			27	13	40	32.5%
unscom								1											0	1	1	100.0%
Total	21	2	14	3	53	16	136	71	310	143	440	254	345	275	171	155			1491	919	2410	38.1%

TABLE 8

GENDER DISTRIBUTION OF STAFF IN THE UNITED NATIONS SECRETARIAT BY DEPARTMENT OR OFFICE AND GRADE

B. STAFF IN THE PROFESSIONAL CATEGORY IN POSTS WITH SPECIAL LANGUAGE REQUIREMENTS
(AS OF 30 JUNE 1999)

DEPARTMENT/ OFFICE	P-5		P-4		P-3		P-2		P-1		Total		GRAND TOTAL	Percent Women
	M	F	M	F	M	F	M	F	M	F	M	F		
dda														
desa														
dgaacs	51	36	119	68	113	84	10	16			293	204	497	41.0%
dm														
dm/ocss														
dm/ohrm														
dm/oppba														
dpa														
dpi					1						1		1	
dpko						1						1	1	100.0%
dpkofald	1							1			1	1	2	50.0%
eca			2		4	1	3				9	1	10	10.0%
ece					1	3					1	3	4	75.0%
eclac				2	2	1	1	1			3	4	7	57.1%
escap	1		5	2	9	2		1			15	5	20	25.0%
escwa			3		2	1					5	1	6	16.7%
interorg														
ocha														
odccp														
ohchr														
oios														
ola				1		2		2				5	5	100.0%
osg						1						1	1	100.0%
osrsgcac														
regcom														
uncc														
unchs														
unctad						1	1				1	1	2	50.0%
unep														
unfip														
unjspf														
unog	21	15	69	40	59	15	2	1			151	71	222	32.0%
unoip														
unon			2	2	3	1		1			5	4	9	44.4%
unov	5	2	22	11	11	6	1	1			39	20	59	
unscom														
Total	79	53	222	126	205	119	18	24			524	322	846	38.1%

TABLE 8

GENDER DISTRIBUTION OF STAFF IN THE UNITED NATIONS SECRETARIAT
BY DEPARTMENT OR OFFICE AND GRADE

C. STAFF IN THE PROFESSIONAL AND HIGHER CATEGORIES IN POSTS SUBJECT TO GEOGRAPHICAL DISTRIBUTION AND IN POSTS WITH SPECIAL LANGUAGE REQUIREMENTS
(AS OF 30 JUNE 1999)

DEPARTMENT/ OFFICE	USG		ASG		D-2		D-1		P-5		P-4		P-3		P-2		P-1		Total		GRAND TOTAL	Percent Women
	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F		
dda	1				1		1	1	2	5	5	2	3	1	2	1			15	10	**25**	40.0%
desa	1		1	1	7	3	18	8	31	25	44	38	30	22	12	14			144	111	**255**	43.5%
dgaacs	1		2		3		8	5	58	40	122	75	117	90	11	19			322	229	**551**	41.6%
dm	1				1		3	3	5	4	2	5	1	2		2			13	16	**29**	55.2%
dm/ocss			1		3		4	1	13	5	23	8	19	9	7	4			70	27	**97**	27.8%
dm/ohrm				1		2	2	1	6	12	11	12	8	9	4	5			31	42	**73**	57.5%
dm/oppba			1		4		2	3	6	6	15	16	12	11	8	7			48	43	**91**	47.3%
dpa	1		2		3	3	7	7	15	5	16	7	6	12	4	3			54	37	**91**	40.7%
dpi	1				5		9	8	22	11	36	33	28	44	20	23			121	119	**240**	49.6%
dpko	1		2		4		7	2	4	6	13	8	9	13	3	5			43	34	**77**	44.2%
dpkofald					1		3		8	1	5	5	9	2	3	2			29	10	**39**	25.6%
eca	1					1	4	3	24	5	34	9	35	13	16	7			114	38	**152**	25.0%
ece	1					1	6	2	15	5	18	5	24	10	8	5			72	28	**100**	28.0%
eclac	1				1		5	5	10	4	33	16	24	12	22	11			96	48	**144**	33.3%
escap	1					1	7	2	20	2	34	11	28	12	7	13			97	41	**138**	29.7%
escwa	1						7		15	3	21	5	7	13	5	2			56	23	**79**	29.1%
interorg					1				3			1		2	1	1			5	4	**9**	44.4%
ocha	1				4		2		9	3	5	4	5	7		5			26	19	**45**	42.2%
odccp	1				1		4	1	9		10	7	11	8	3	5			39	21	**60**	35.0%
ohchr		1	1		1		3	1	7	6	14	4	14	17	6	6			46	35	**81**	43.2%
oios	1						2	2	4	2	13	8	7	3	5	2			32	17	**49**	34.7%
ola	1		1		3		5	4	11	6	8	8	9	10	5	6			43	34	**77**	44.2%
osg	1	1	1	1	2	3	5	1	3	2	2	1	3	4	1	1			18	14	**32**	43.8%
osrsgcac											1		1						2	0	**2**	0.0%
regcom								1	1		1								2	1	**3**	33.3%
uncc			1		1				1										3	0	**3**	0.0%
unchs							1	1	5	2	9	3	6	3	1	2			22	11	**33**	33.3%
unctad	1		1		3	2	10	1	33	7	40	11	32	22	16	5			136	48	**184**	26.1%
unep	1				1		1		3	1	2	3		1	2	2			10	7	**17**	41.2%
unfip											1	1							1	1	**2**	50.0%
unjspf					1		1	1	4	2	7	6	3	5		1			16	15	**31**	48.4%
unog	1				1		6	4	28	20	79	50	79	26	12	12			206	112	**318**	35.2%
unoip	1								1			2				2			2	4	**6**	66.7%
unon							1		1	1	6	2	6	2	1	3			15	8	**23**	34.8%
unov					1		2	2	12	5	32	14	15	9	4	3			66	33	**99**	33.3%
unscom								1											0	1	**1**	100.0%
Total	21	2	14	3	53	16	136	71	389	196	662	380	551	394	189	179	0	0	2015	1241	**3256**	38.1%

TABLE 8

GENDER DISTRIBUTION OF STAFF IN THE UNITED NATIONS SECRETARIAT BY DEPARTMENT OR OFFICE AND GRADE

D. STAFF IN THE GENERAL SERVICE AND RELATED CATEGORIES

(AS OF 30 JUNE 1999)

DEPARTMENT/ OFFICE	GENERAL SERVICE					OTHERS a/				
	F	%	M	%	TOTAL	F	%	M	%	TOTAL
dda	19	95.0%	1	5.0%	20					
desa	238	72.8%	89	27.2%	327					
dgaacs	319	61.0%	204	39.0%	523	5	5.7%	83	94.3%	88
dm	39	79.6%	10	20.4%	49					
dm/ocss	163	48.9%	170	51.1%	333	14	5.1%	263	94.9%	277
dm/ohrm	107	84.3%	20	15.7%	127	16	84.2%	3	15.8%	19
dm/oppba	121	67.2%	59	32.8%	180					
dpa	78	91.8%	7	8.2%	85			2	100.0%	2
dpi	306	66.8%	152	33.2%	458	14	66.7%	7	33.3%	21
dpko	104	68.9%	47	31.1%	151			9	100.0%	9
dpkofald	511	29.7%	1207	70.3%	1718	102	12.0%	746	88.0%	848
eca	172	49.6%	175	50.4%	347			3	100.0%	3
ece	63	79.7%	16	20.3%	79					
eclac	193	59.0%	134	41.0%	327			1	100.0%	1
escap	230	60.7%	149	39.3%	379					
escwa	53	45.7%	63	54.3%	116					
interorg	13	92.9%	1	7.1%	14					
ocha	54	80.6%	13	19.4%	67					
odccp	81	80.2%	20	19.8%	101					
ohchr	43	86.0%	7	14.0%	50	1	100.0%			1
oios	26	86.7%	4	13.3%	30					
ola	63	94.0%	4	6.0%	67					
osg	38	82.6%	8	17.4%	46					
osrsgcac	1	100.0%			1					
regcom	2	100.0%			2					
uncc	68	68.7%	31	31.3%	99					
unchs	87	70.2%	37	29.8%	124					
unctad	141	83.4%	28	16.6%	169					
unep	247	81.5%	56	18.5%	303					
unfip	4	66.7%	2	33.3%	6					
unjspf	50	57.5%	37	42.5%	87					
unog	352	45.8%	416	54.2%	768	10	76.9%	3	23.1%	13
unoip	24	72.7%	9	27.3%	33					
unon	163	50.3%	161	49.7%	324					
unov	158	43.4%	206	56.6%	364	3	50.0%	3	50.0%	6
unscom	11	28.9%	27	71.1%	38			2	100.0%	2
Total	4342	54.9%	3570	45.1%	7912	165	12.8%	1125	87.2%	1290

TABLE 8

GENDER DISTRIBUTION OF STAFF IN THE UNITED NATIONS SECRETARIAT
BY DEPARTMENT OR OFFICE AND GRADE

E. ALL STAFF IN THE PROFESSIONAL AND HIGHER CATEGORIES

(AS OF 30 JUNE 1999)

Department/	USG		ASG		D-2		D-1		P-5		P-4		P-3		P-2		P-1		Total		GRAND	Percent
Office	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F	TOTAL	Women
dda	1				1		1	1	2	5	5	2	3	1	2	1			15	10	**25**	40.0%
desa	1		1	1	7	3	19	8	31	25	44	38	31	22	12	14			146	111	**257**	43.2%
dgaacs	1		2		3		8	5	58	40	122	75	118	90	11	19			323	229	**552**	41.5%
dm	1				1		3	3	5	4	4	5	1	2		3			15	17	**32**	53.1%
dm/ocss			1		3		4	1	15	5	25	8	27	15	7	4			82	33	**115**	28.7%
dm/ohrm				1		2	2	1	6	12	12	12	8	10	4	5			32	43	**75**	57.3%
dm/oppba			1		4		2	3	6	6	16	16	16	15	8	7			53	47	**100**	47.0%
dpa	2		2		4	3	7	7	17	5	19	7	6	12	5	5			62	39	**101**	38.6%
dpi	1				5		9	8	23	11	36	33	28	44	20	25			122	121	**243**	49.8%
dpko	1		2		4		10	2	11	6	40	13	32	18	4	5			104	44	**148**	29.7%
dpkofald	2	1	8		10		20		36	4	93	27	105	40	54	39	2	5	330	116	**446**	26.0%
eca	1					1	4	3	24	5	36	9	35	13	16	7			116	38	**154**	24.7%
ece	1					1	6	2	15	5	18	5	24	10	9	5			73	28	**101**	27.7%
eclac	1				1		5	5	13	4	34	16	24	12	22	11			100	48	**148**	32.4%
escap	1					1	7	2	20	2	35	11	28	12	7	13			98	41	**139**	29.5%
escwa	1						7		15	3	21	5	7	13	5	2			56	23	**79**	29.1%
interorg					2		2		3	1	1	3		2	1	1			9	7	**16**	43.8%
ocha	1				4		3		11	4	6	6	9	10		6			34	26	**60**	43.3%
odccp	1				1		8	2	24	2	19	9	17	15	4	9			74	37	**111**	33.3%
ohchr		1	1		1		3	1	7	7	15	4	16	17	6	8			49	38	**87**	43.7%
oios	1					1	3	2	6	3	19	11	9	5	5	2			43	24	**67**	35.8%
ola	1		1		3		5	4	11	6	9	8	9	10	5	6			44	34	**78**	43.6%
osg	3	1	1	1	2	3	5	2	3	2	3	2	3	4	2	1			22	16	**38**	42.1%
osrsgcac	1										1	1	1	2					3	3	**6**	50.0%
regcom								1	1		1								2	1	**3**	33.3%
srsg	2			1															2	1	**3**	33.3%
uncc			1		2		4		2	3	9	7	31	11	18	18		1	67	40	**107**	37.4%
unchs					1		1	1	6	2	14	4	8	5	1	2			31	14	**45**	31.1%
unctad	1		1		3	2	10	1	33	7	40	11	33	23	16	6			137	50	**187**	26.7%
unep	1		1		3	1	25	3	36	4	49	22	31	22	8	12		1	154	65	**219**	29.7%
unfip											1	3							1	3	**4**	75.0%
unjspf			1		1		1	1	5	2	8	6	5	7		1			22	17	**39**	43.6%
unog	1				1	1	7	4	28	20	79	50	80	26	12	13			208	114	**322**	35.4%
unoip	1				1				4		4	4	3		3	2			16	6	**22**	27.3%
unon							1		4	1	20	7	13	11	7	4			45	23	**68**	33.8%
unov					1		2	2	12	5	33	14	16	9	4	3			68	33	**101**	32.7%
unscom								1	1	1	3								4	2	**6**	33.3%
Total	29	3	24	4	69	19	194	76	495	212	894	454	777	508	278	259	2	7	2762	1542	**4304**	35.8%

TABLE 9
STAFF AT SENIOR LEVELS IN POSTS SUBJECT TO GEOGRAPHICAL DISTRIBUTION BY NATIONALITY AND GRADE
(30 June 1995 - 30 June 1999)

Country of Nationality	USG					ASG					D-2					D-1					Total				
	95	96	97	98	99	95	96	97	98	99	95	96	97	98	99	95	96	97	98	99	95	96	97	98	99
Algeria											2	1	1	1	1	3	5	4	4	3	5	6	5	5	4
Antigua and Barbuda																			1	1				1	1
Argentina											2		1	1	2	3	3	2	1	2	5	3	3	2	4
Australia													1	1	2	6	6	6	5	4	6	6	7	6	6
Austria																1	2	2	2	2	1	2	2	2	2
Bahamas																			1	1				1	1
Bangladesh																2	2	2	3	3	2	2	2	3	3
Belgium											1	1	1	1	1	1	2	2	3	4	2	3	3	4	5
Benin																1	1	1	1		1	1	1	1	
Bolivia																1	1	1	1		1	1	1	1	
Brazil		1	1	2	2											1	1	2	2	3	1	2	3	4	5
Bulgaria																1					1				
Burkina Faso											1	1		1		1		1	1	1	2	1	1	2	1
Cambodia																1					1				
Cameroon																1	1	1	2	2	1	1	1	2	2
Canada	1	1	1	1	1								1	1	2	5	5	4	4	3	6	6	6	6	6
Chile									2	2	3	3	2		1	3	4	4	4	3	6	7	6	6	6
China	1	1	1	1	1						1	1	2	2	1	7	6	4	5	5	9	8	7	8	7
Colombia				1	1																			1	1
Costa Rica																			1	2				1	2
Croatia											1	1									1	1			
Cuba														1	1									1	1
Cyprus				1	1	1	1	1								3	2	2	2	2	4	3	3	3	3
Czech Republic															1										1
Democratic Republic of the Congo																1	1	1			1	1	1		
Denmark	1																	1	1	1	1		1	1	1
Ecuador	1	1																			1	1			
Egypt	1	1	1	1	1							1	2	2	2	4	5	4	4	4	5	7	7	7	7
El Salvador																1	1				1	1			
Ethiopia																	1	1	1	2		1	1	1	2
Fiji																3	3	2	1	1	3	3	2	1	1
Finland											1	2					1	1	1	1	1	3	1	1	1
France	2	2	2	2	2						7	5	4	4	4	10	10	10	9	10	19	17	16	15	16
Gambia						1	1	1					1	1	1	3	2	2	2	2	4	3	4	3	3
Germany	1	1	1	2	2		1	1			3	3	3	3	3	9	10	11	9	7	13	15	16	14	12

TABLE 9
STAFF AT SENIOR LEVELS IN POSTS SUBJECT TO GEOGRAPHICAL DISTRIBUTION BY NATIONALITY AND GRADE
(30 June 1995 - 30 June 1999)

Country of Nationality	USG					ASG					D-2					D-1					Total				
	95	96	97	98	99	95	96	97	98	99	95	96	97	98	99	95	96	97	98	99	95	96	97	98	99
Ghana	1	2	1	1	1																				
Greece																2	2	2	2	1	3	4	3	3	2
Guatemala	1	1	1													1	1				1	1			
Guinea						1	1	1			1	1	1	1						1	1	1	1		1
Guyana										2	1	2	2	2		2	2	1	3	3	2	2	2	1	
Haiti						1	1	1	1	1						2	2	1	1	1	3	3	2	2	2
Iceland																2	2	1	1	1	2	2	1	1	1
India	2	2	1	2	1									1	1	2	2	2	1	2	4	4	3	4	4
Indonesia	1	1	1	1	1						1					1	1	1	1	1	3	2	2	2	2
Iran (Islamic Republic of)						1	1				1	1				4	2	1	1	1	6	4	1	1	1
Iraq	1	1														3	2	2	2	2	4	3	2	2	2
Ireland				1	1	1	1	1								1	2	3	2	2	2	3	4	3	3
Israel																1	1	1	2	2	1	1	1	2	2
Italy	1	1	1	1	1				1	1	3	4	4	3	5	5	6	5	5	3	9	11	10	10	10
Jamaica								1	1	1	2	2	1			1					3	2	2	1	1
Japan		1	1	1	1	1	1		1	1	1	3	1	2	1	3	2	3	4	4	5	7	5	8	7
Jordan																1	1	1	1	2	1	1	1	1	2
Kenya															2	3	2	2	2		3	2	2	2	2
Lebanon						1	1	1								1	1	1			2	2	2		
Liberia																	1	1				1	1		
Libyan Arab Jamahiriya																2	1	1			2	1	1		
Malawi																1					1				
Malaysia									1	1						2	2	1	2	2	2	2	1	3	3
Mali														1	1									1	1
Malta											1					3	3	3	2	2	4	3	3	2	2
Mauritania											1									1	1				1
Mauritius								1	1	1	2	2	1	2	2	1	1	1			3	3	3	3	3
Mexico						1	1									1				1	2	1			1
Morocco												1				3	2	2	2	2	3	3	2	2	2
Mozambique												1										1			
Myanmar																1	1	1	1	1	1	1	1	1	1
Netherlands											1	2	2	2		2	2	2	1	2	3	4	4	3	2
New Zealand													1	1	2	3	3	2	2	2	3	3	3	3	4
Nicaragua																		1	1	1			1	1	1
Niger																1	1	1	1	1	1	1	1	1	1
Nigeria											1	1				2	3	4	3	3	3	4	4	3	3

TABLE 9
STAFF AT SENIOR LEVELS IN POSTS SUBJECT TO GEOGRAPHICAL DISTRIBUTION
BY NATIONALITY AND GRADE
(30 June 1995 - 30 June 1999)

Country of Nationality	USG					ASG					D-2					D-1					Total				
	95	96	97	98	99	95	96	97	98	99	95	96	97	98	99	95	96	97	98	99	95	96	97	98	99
Oman												1	1	1	1	2	1	1	1	1	2	2	2	2	2
Pakistan			1	1	1	1	1				2	2	2	2	3	1	1	1	1	1	4	4	4	4	5
Panama													1	1	1								1	1	1
Paraguay																		1	1	1			1	1	1
Peru						1	1	1	1	1						1	1	2	1	2	2	2	3	2	3
Philippines																1	1	1	1	2	1	1	1	1	2
Poland							1				1				1						1	1			1
Qatar																			1	1				1	1
Republic of Korea									1	1	1	1												1	1
Romania											1	1	1								1	1	1		
Russian Federation	1	1	1	1	1						1	1	1	1	3	9	9	8	8	6	11	11	10	10	10
Saint Lucia																			1	1				1	1
Saudi Arabia											1	1	1	1			1	1	1	1	1	2	2	2	1
Senegal						1	1	1	1	1	1	1	1	2	1			1	1	1	2	2	3	4	3
Sierra Leone																3	3	2	1		3	3	2	1	
Singapore														1	1	1	2	2	1	3	1	2	2	2	4
Somalia																1	1	1	1	1	1	1	1	1	1
Spain											1	1	1	1	1	2	1	1	2	3	3	2	2	3	4
Sri Lanka				1	1						1	1	1	1	1	2	1	1			3	2	2	2	2
Sudan																1	1	2	1	1	1	1	2	1	1
Swaziland																			1	1				1	1
Sweden	1	1	1	1	1						1	1	1	2	2	1	2	2	3	2	3	4	4	6	5
Thailand																1	1	1	1	1	1	1	1	1	1
Togo																1	1	1	1	1	1	1	1	1	1
Trinidad and Tobago																1	1		1	1	1	1		1	1
Tunisia								1	1	1	2	2	1	1	1	4	3	3	2	2	6	5	5	4	4
Turkey											1	1	1	1	2	1	1	1	2	3	2	2	2	3	5
Uganda											1		1	1	1	4	5	3	2	2	5	5	4	3	3
Ukraine											1	1				1	1	1	1	1	2	2	1	1	1
United Kingdom of Great Britain and Northern Ireland	1	1	1	1	1				1	1	4	3	5	4	5	14	13	11	11	10	19	17	17	17	17
United Republic of Tanzania						1							1	1	2	4	3	2	2		5	3	3	3	2
United States of America	2	1	1	1	1	1	1	2	1	2	13	13	10	8	5	32	34	37	38	40	48	49	50	48	48
Uruguay															1	2	2	2	2	2	2	2	2	2	3
Venezuela									1							1	1	1	1		1	1	1	2	
Yemen																2	2	2	1	1	2	2	2	1	1

TABLE 9
STAFF AT SENIOR LEVELS IN POSTS SUBJECT TO GEOGRAPHICAL DISTRIBUTION
BY NATIONALITY AND GRADE
(30 June 1995 - 30 June 1999)

Country of Nationality	USG					ASG					D-2					D-1					Total				
	95	96	97	98	99	95	96	97	98	99	95	96	97	98	99	95	96	97	98	99	95	96	97	98	99
Yugoslavia											1	1	1	1		1	1	1	1	1	2	2	2	2	1
Zambia																1	1	1	1		1	1	1	1	
Zimbabwe																1	1	1	1	1	1	1	1	1	1
Subtotal	*20*	*21*	*18*	*24*	*23*	*14*	*15*	*14*	*15*	*17*	*72*	*71*	*63*	*64*	*68*	*225*	*222*	*213*	*209*	*207*	*331*	*329*	*308*	*312*	*315*
Others																									
Switzerland														1	1	2	1	1			2	1	1	1	1
Subtotal														*1*	*1*	*2*	*1*	*1*			*2*	*1*	*1*	*1*	*1*
Economic Grouping																									
Developing Countries	*9*	*11*	*8*	*12*	*11*	*11*	*10*	*10*	*11*	*12*	*30*	*28*	*25*	*29*	*30*	*115*	*107*	*99*	*96*	*98*	*165*	*156*	*142*	*148*	*151*
Other countries	*11*	*10*	*10*	*12*	*12*	*3*	*5*	*4*	*4*	*5*	*42*	*43*	*38*	*36*	*39*	*112*	*116*	*115*	*113*	*109*	*168*	*174*	*167*	*165*	*165*
Total	20	21	18	24	23	14	15	14	15	17	72	71	63	65	69	227	223	214	209	207	333	330	309	313	316

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Fifty-fourth session
Agenda item 49 (b)
United Nations reform: measures and proposals: The Millennium Assembly of the United Nations

Regional hearings in preparation for the Millennium Assembly of the United Nations

Hearing held for the region of the Economic and Social Commission for Western Asia at Beirut on 23 and 24 May 1999

Note by the Secretary-General

In preparation for the Millennium Assembly of the United Nations and the Millennium Summit of the United Nations and at the request of the Secretary-General, regional hearings have been convened by the executive secretaries of the five regional commissions for a representative segment of civil society, with the participation of members of the commissions. The purpose of the hearings was to produce proposals aimed at strengthening the role of the Organization and ensuring its continued relevance in the twenty-first century. A sixth regional hearing will be held for North America.

The report on the hearing for the region of the Economic and Social Commission for Western Asia, held at Beirut on 23 and 24 May 1999, is transmitted herewith.

99-24885 (E) 261099

Hearing held for the region of the Economic and Social Commission for Western Asia at Beirut on 23 and 24 May 1999

I. Introduction

1. The Hearing for the region of the Economic and Social Commission for Western Asia (ESCWA), held in preparation for the Millennium Assembly of the United Nations, was convened at United Nations House, Beirut, on 23 and 24 May 1999.

2. Eleven panellists from the ESCWA region were invited to make presentations on the themes selected for the Hearing. Other participants in the Hearing numbered 96. The panellists and participants included representatives from Governments, the private sector, civil society organizations, academia and the media, as well as a number of public figures; 26 per cent of all panellists and participants were women.

3. The Hearing consisted of four working sessions. Each of the first three sessions was chaired by a moderator. The Executive Secretary of ESCWA chaired the fourth session.

4. The issues selected for discussion were peace and security, economic and social development and human rights and governance. One session was dedicated to each issue. After the introductory statements by panellists, participants took the floor to comment and to contribute their own views and raise new topics. In their interventions, panellists and participants did not necessarily confine themselves to the issue under discussion but often addressed all three issues. A general exchange of views and the conclusion of discussions took place at the fourth and final session. The Executive Secretary introduced the debate by presenting an overview of the ideas expressed in the previous three sessions, after which the chairpersons of the three substantive sessions submitted summaries of the discussions that each had moderated. The floor was then given to the participants.

5. Most of the panellists and participants submitted their interventions in writing. The views contained in the oral interventions and in the written statements of participants are included in the present report.

6. In general, the interventions identified questions of concern for the region as well as for the system of international relations and the United Nations. It was emphasized that a clear correlation existed between the three themes selected for the Hearing. Moreover, it was stressed that development could not be achieved in the absence of peace, security, human rights and freedom. Topics of importance for the future of the region were frequently raised, and in most of the interventions suggestions were made regarding the United Nations of the future. Those suggestions focused on reforming and strengthening the United Nations and on improving the performance of its functions in the service of its Member States and their populations.

7. It is worth noting that, explicitly or implicitly, many of the discussions revolved around the concepts of sovereignty and globalization, and their relationship to respect for national sovereignty and the prerogatives of the State, the welfare and rights of peoples and the role and activities of the United Nations were evoked. The existence of double standards in the international system was also repeatedly emphasized.

8. The concept of absolute sovereignty was defended when discussions centred on peace, security, and the defence or restoration of the territorial integrity of States. It was also evoked, though to a lesser degree, when the formulation and implementation of economic and social public policies were addressed. The relativity of the concept was brought out, however, when discussions focused on human rights, humanitarian action and good governance.

9. Many proposals were made to alter the structure and functions of the United Nations. They revealed a firm belief that greater equality among Member States would produce a more democratic Organization and, hence, inter-State relations that were more just and more respectful of international law. It was considered that the expansion of the functions of the United Nations and the institution of changes in the mandates of its principal organs would contribute to the more rapid development of Member States and greater respect for human rights. Fear that the actual distribution of power in the international system might frustrate some of the objectives of the suggested alterations, or even bring about opposite results by politicizing issues, was also expressed.

10. A suggestion that transcended all three issues concerned the election of the Secretary-General. It was recommended that, in order to guarantee a more democratic selection of the Secretary-General, the Security Council should place more than one candidate before the General Assembly for its vote, and that ways of shielding the Secretary-General from pressure by great Powers should be found.

11. The present report consists of three substantive sections and a section on conclusions. The summary of the Hearing's proceedings is intended to shed light on those areas in which the participants felt the United Nations should be more assertive.

12. The report does not distinguish between the views expressed by panellists and those of the other participants: the term "participants" is used to refer to both. The report reflects the perceptions of the participants, concentrating on ideas echoed by a sufficient number of participants to qualify as a trend in opinion.

II. Peace and security

13. There was an obvious consensus on the peace and security issues of concern to the region and to the United Nations. Opinions also converged on what was seen as the negative impact of the present unipolar international system on the United Nations, whereby observance of the purposes and principles of the Organization were contingent upon the policies and will of one super-Power.

14. Participants emphasized the breach of peace and security that the Israeli occupation of Palestinian and other Arab territories, including the Golan Heights and southern Lebanon, constituted. Mention was made of specific provocations, namely, the expropriation of land owned by Palestinians, the destruction of their houses and Israeli settlement activities in the Palestinian territories. Attention was also drawn to the policies aimed at changing the demographic character of Jerusalem.

15. The General Assembly in its resolutions had repeatedly called upon Israel to put an end to its violations of peace and security in the region. Security Council resolutions 242 (1967) of 22 November 1967, 338 (1973) of 22 October 1973 and 425 (1978) of 19 March 1978 were particularly emphasized.

16. The non-compliance by Israel with the terms of these resolutions was repeatedly advanced as an example of the inability of the United Nations to enforce the observance of its principles and to realize its objectives. The Security Council could not impose sanctions on Israel because it was prevented from doing so by the only remaining super-Power. The right to veto Security Council resolutions, exercised or threatened by this super-Power, thus protected Israel.

17. This was in stark contrast to the sanctions imposed upon Iraq. The application of double standards in international relations with regard to Member States of the United Nations could not be better illustrated. Sanctions against the Libyan Arab Jamahiriya and the Sudan were also assailed.

18. The denunciation of the sanctions imposed upon Iraq did not imply support for the violation of the sovereignty and territorial integrity of neighbouring States, but was meant to signify that sanctions had been imposed for too long, and that the intended objectives had been achieved. One could argue that while a too-powerful and overly armed Iraq might constitute a threat to peace, security and stability in the region, an equal threat was posed by the current weakness of that country, which undermined the necessary balance in the region.

19. It seemed that United Nations sanctions played doubly to the disadvantage of Arab countries and peoples: they were used against Arab countries that had breached or were perceived to have breached peace and security; however, when the peace and security of Arab countries were breached, sanctions were not imposed upon the perpetrator.

20. It was considered that another example of the application of a double standard related to the differences in the reaction of the United Nations to the treatment by Iraq and Turkey of their Kurdish populations. The imposition of a regime on northern Iraq, purportedly in support of the Kurdish population, constituted a violation of the sovereignty and territorial integrity of Iraq. Incursions by the Turkish army in pursuit of insurgent Kurds from Turkey also represented a clear breach of sovereignty but had not provoked any international action or condemnation.

21. It was also considered that the dispute of some ESCWA member countries with Turkey over the water of the Tigris and Euphrates rivers was considered a potential source of instability. Water was also an issue of contention among the parties to the Arab-Israeli conflict that might constitute a direct threat to peace both at present and in the future.

22. It was observed that the United Nations had been systematically removed from all efforts directed at settling the Arab-Israeli conflict in the past two decades. Such a situation served the interests of Israel, which could thus avoid the pressure of the international community to respect the Charter of the United Nations and international law, supported by the only remaining super-Power.

23. It was considered that a greater role for the United Nations in the region would be in the best interest of the Arab countries. The region needed the United Nations to help to achieve and maintain peace and security, and the United Nations needed the region to restore its credibility.

24. The question of regional nuclear disarmament was also a source of concern and was advanced as another testimony to the application of double standards. The view was expressed that Israel possessed nuclear weapons and had refused to abide by the Treaty on the Non-Proliferation of Nuclear Weapons. It was considered that Israel should be compelled to adhere to the provisions of the Treaty and to renounce its nuclear weapons so that a ban could be placed on all weapons of mass destruction in the region.

25. The arbitrariness, double standards, failure to implement resolutions and other problems inferred above derived from the provisions of the Charter of the United Nations. The provisions might have applied to the world as it existed after the Second World War and perhaps until the collapse of the Soviet Union, but amendments were now called for. The proposals put forward at the Hearing focused on a more equitable distribution of power and greater democracy in decision-making. Those proposals are reviewed below.

26. A suggestion was made to expand the permanent membership of the Security Council to include representatives of developing countries. Methods of selecting the new permanent members, however, were not addressed.

27. Other recommendations were made to increase the number of non-permanent members of the Security Council and to abolish the right of permanent members to veto resolutions.

28. An additional proposal was to shift part of the mandate of the Security Council to the General Assembly, considered a more democratic organ.

29. There were two approaches to achieving international peace and security. Security Council resolutions, peacekeeping forces and similar mechanisms constituted the direct approach. The indirect approach involved the redistribution of wealth at the international level. Both might be needed in the years to come, but the importance of the latter, it was felt, should not be underestimated.

III. Economic and social development

30. The general principles relating to free market economies were not questioned. It was pointed out that free markets did not mean unbridled markets.

31. The interdependence of world economies was also acknowledged.

32. There was a consensus on the need to place economic and social development at the service of total human development. The refinement of the human development concept was considered a valuable contribution of the United Nations, although it was considered that further elaboration was required.

33. The comments of participants varied in terms of the importance they attached to the positive and negative effects of globalization, the preservation of national markets and sovereign policy-making. Each observation inherently carried an invitation to the United Nations to help States to benefit from available opportunities or resist potential threats or difficulties.

34. Some considered that the conditions required for the success of market economies were lacking. Full or nearly full competition did not exist because of the great disparities between those involved in economic exchanges and in the levels of development of national economies — a situation that was as detrimental to Arab economies as to those of other developing countries.

35. The need to correct the shortcomings in the new world trading system was expressed. Reforms in the international monetary system that took into account the interests of developing countries were also called for.

36. Some considered globalization the most recent stage in the evolution of modes of production, seeing it as a natural process to be benefited from rather than resisted. Globalization presented national economies with real opportunities, and the countries of the region should formulate policies and adopt measures that would allow them to take advantage of those opportunities and develop their economies.

37. It was stressed that the countries of the region should, above all, work to integrate their economies. Regional economic integration was essential if the region were to benefit from economies of scale. Further, a large market could attract foreign direct investment in a way that small national markets could not.

38. Economic integration would also permit the more efficient utilization of regional factors of production; labour could go where capital was available, and regional capital could move in search of workers. The result would be greater returns on factors, economic growth and development.

39. Finally, as the region became more economically integrated, it could gradually secure better terms for its participation in the global economy.

40. The development of human resources was of the utmost importance if the region hoped to benefit from the

opportunities that globalization presented and to withstand the increased competition that accompanied it. In particular, profound reforms were required in education. Traditional educational systems in the region had been unable to satisfy the demands of the labour market and should be abandoned. New educational approaches that took into account the requirements of the more technologically advanced modes of production should be applied to produce a better-educated and more highly skilled labour force.

41. At the same time, a number of participants emphasized the negative consequences of globalization, the liberalization of international trade and the structural adjustment programmes promoted by international financial institutions for developing countries, including those in the region. The region's national economies could not withstand the trade onslaught by industrialized countries. This invasion of goods and services was undermining development opportunities in developing countries. Those holding this view considered that the imposition of structural adjustment programmes by international financial institutions was unacceptable and infringed upon the sovereign rights of States. They considered that those programmes, with their emphasis on reductions in public expenditure, increases in revenue, tight monetary policies, deregulation and privatization, had contributed to increasing unemployment and poverty levels in the region. They could also lead to the denationalization of State economies, which was considered to be contrary to the interests of the Governments and populations of the countries in the region.

42. Although water represented a potential source of conflict and threat to peace in the future, it nonetheless constituted an essential input into production processes. Solving the region's water problems was therefore essential for economic development. As was the case with other problems identified during the Hearing, the United Nations was called upon to contribute to efforts to reach a solution in this area.

43. There was consensus among the participants regarding the importance of social development per se; it was also viewed, along with economic development, democracy and environmental preservation, as a necessary condition both for sustainable development and for the creative contribution of Arab societies to the increasingly globalized community.

44. Improving the status of women and ensuring their full participation in the affairs of society were seen as necessary elements of social development.

45. Social development, defined as the expansion of the collective capacity to take the initiative and face challenges at different local and national levels through participation, mutual trust and solidarity, represented the means of ensuring the success of development efforts. Collective capacity could be measured by the strength of non-governmental organizations.

46. It was mentioned that variations in rates of economic growth within a country or among countries tended to reflect the degree of intensity of the organization of civil society. There was typically a strong positive correlation between the existence of well-developed civil society institutions and economic growth.

47. It was mentioned that a close relationship existed among civil society, governance and development. Development required good governance, with the public sector, the private sector and civil society each playing a role.

48. Member States and civil society institutions were called upon not only to use but to contribute to the further elaboration of the innovative development indicators produced by the United Nations system in the past two decades. In this connection, an invitation was extended to United Nations entities to generate statistics of their own and not to rely on information provided by Governments.

49. The strengthening of civil society would depend in the future on economic growth and development. Membership in non-governmental organizations could not expand where a decent standard of living did not exist. Faced with the prospect of unemployment and poverty, people would seek first to provide for their basic needs.

50. Questions were raised about the role of trade unions as civil society organizations in modern, knowledge-based societies, and about the impact of globalization on trade unions. These questions applied equally to trade unions in Arab countries and those in the rest of the world.

51. Arab civil society was called upon to interact continuously with civil society throughout the world, and to maintain particularly close ties with developed countries. It was emphasized that civil society institutions in the developed world were capable of influencing their Governments with a view to changing their policies.

52. The difficulties associated with locating sources of funding and the information necessary for Arab non-governmental organizations to carry out their activities were pointed out. Mention was made of the accusations that had been levelled against non-governmental organizations regarding the extent to which their work had been influenced by foreign sources of funding. It was also indicated that Governments and non-governmental organizations

sometimes found themselves competing for foreign assistance.

53. Civil society organizations were best qualified to identify problems and to design and implement projects aimed at solving them, either alone or in cooperation with the State. The United Nations, including ESCWA, should support efforts to guarantee non-governmental organizations complete freedom of action at the local and regional levels.

54. The involvement of civil society organizations in United Nations activities had been clearly witnessed during the various world conferences held in the 1990s. This should be seen to represent the beginning of a regular, continuous relationship that should not be limited to preparing for or participating in conferences.

55. It was recommended that the international Organization, as it has existed since 1945, should be revisited. The United Nations needed to adapt itself to new realities and to become more representative of peoples and of civil society at the national and global levels. The tripartite structure of the International Labour Organization had effectively addressed such needs and could serve as an inspiring example.

56. Participants went as far as to suggest the establishment within the United Nations of a general assembly of non-governmental organizations, alongside the intergovernmental General Assembly. Ways of selecting the non-governmental organizations that would sit in that assembly were not addressed.

IV. Human rights and governance

57. The participants agreed that respect for human rights and good governance were necessary conditions for sustainable development.

58. The indivisibility of human rights was stressed. Women's rights, as human rights, were emphasized.

59. The right to development of all nations and peoples was emphasized.

60. The participants affirmed the equal importance of civil and political rights, on the one hand, and of economic, social and cultural rights, on the other.

61. It was stated that the absence of peace constituted a violation of human rights.

62. The victims of war, poverty and illiteracy were seen as further indications of violation of human rights.

63. Religious intolerance was advanced as an example of contempt for fundamental freedoms. Tolerance and the guarantee of the rights of national minorities should be yardsticks for measuring respect for human rights.

64. Discrimination against Arabs in Israel and the denial of their rights, including the right to self-determination, were considered proof of the undemocratic character of Israel, despite claims to the contrary.

65. It was emphasized that the sanctions against Iraq and the suffering they had caused among the Iraqi people, including women, children and the elderly, constituted a massive violation of human rights that amounted to genocide. United Nations sanctions should be imposed to penalize rulers, not populations. The view was expressed that an alternative to the present regime of Iraq should be found.

66. The exploitation of the defence of human rights by great Powers for political purposes was denounced. The application of double standards was noted in this regard. It was considered that the great Powers, in particular the United States of America, had used human rights to satisfy their own political agendas. The United States could not be an arbiter of human rights issues because it had kept itself apart from the international system of protection by refusing to adhere to most international instruments and to recognize the primacy of international human rights laws over its national laws. Such exploitation was, however, not considered to detract from the universal validity of human rights and all efforts to secure and protect them.

67. A close relationship was considered to exist between tyranny and violence. Sovereignty, it was stressed, was an attribute of nations and of peoples who had the right to determine their futures through free and fair elections.

68. Widespread human rights violations were seen as evidence of the failure of the United Nations, and of the system of international human rights protection, in the Arab region. Cultural specificity was not seen as the reason for this failure, because the Arab-Islamic civilization had a well-developed humanistic tradition. The fact was that some in the Arab region had manipulated the concept of cultural specificity to serve their own opportunistic interests.

69. It was mentioned that military might was not the only indicator of power; democracy was an essential component as well. Democracy strengthened States rather than weakening them. Fair elections, the primacy of law and the participation in decision-making by civil society and vulnerable and marginalized groups were manifestations of democracy, as were transparency in public affairs and efforts

to combat corruption. This was the ideal that the countries of the world, including those in the Arab region, should strive for.

70. It was with regard to the issue of governance and human rights that the greatest number of suggestions were made. Proposals relating to peace and security were aimed at strengthening the United Nations in order to enable smaller States to resist the arbitrariness of the great Powers, in particular that of the only remaining super-Power, and to ensure that the Organization could not be used as the instrument of those Powers, while the suggestions pertaining to human rights and governance tended to be far more specific. The participants expressed the hope of seeing the United Nations become an actor that would reinforce the role of civil society in checking the State's tendency towards arbitrariness. The various suggestions made touched, to a greater or lesser extent, upon the concept of sovereignty and are reviewed below. The review begins with those suggestions aimed at merely reinforcing the present human rights regime in the United Nations but gradually incorporates more dramatic suggestions regarding increasing encroachments upon State sovereignty.

71. Governments should be called upon to ratify international conventions on human rights and to submit the required periodical reports on their observance in national law and in practice. Those reports and related discussions should be widely disseminated.

72. The mandate of ESCWA should be expanded to cover human rights, and the topic should be placed on the agenda of the sessions of the Commission. A unit should be created in the secretariat to follow up the implementation of international instruments by member countries and to provide them with advice in this respect. The Commission should serve as a forum in which Governments and non-governmental organizations actively involved in human rights activities would be able to meet. It could be construed from this suggestion that the mandates of all regional commissions should address human rights concerns.

73. Quantitative indicators should be used to assess the respect of human rights by Governments. Cultural considerations could be integrated into those indicators. If human rights ratings fell below a certain level, States would lose their membership in the United Nations.

74. It was considered that the Declaration on the Right and Responsibility of Individuals, Groups and Organs of Society to Promote and Protect Universally Recognized Human Rights and Fundamental Freedoms (commonly known as the Declaration on the Protection of Human Rights Activists), adopted by the General Assembly in its resolution 53/144 of 9 December 1998, had to become an international convention in the near future. The Office of the High Commissioner for Human Rights and national, regional and international human rights non-governmental organizations should exert pressure on Governments in order to achieve this objective.

75. Non-governmental organizations active in the field of human rights should be placed on an equal footing with States by the reporting system for international conventions. They should be given an enhanced role in the discussion of governmental reports and should be encouraged to present parallel reports of their own.

76. A suggestion was made, in the light of the controversy surrounding the foreign sources of funding for human rights non-governmental organizations in Arab and other countries, that a United Nations fund should be established to support these organizations in order to guarantee transparency. It was considered that such non-governmental organizations were entitled to United Nations resources, which consisted of the contributions of Member States to the budget of the Organization — contributions paid from the revenues accruing to States from the taxes collected from citizens.

77. The drafting and adoption of an international convention on the respect of human rights in the foreign policies of States was suggested. States should respect human rights both internally and in the international domain.

78. The United Nations was called upon to launch a campaign for the signing and ratification of the Rome Statute of the International Criminal Court, adopted on 17 July 1998. The entry into force of the Statute was seen by some participants as a means of guaranteeing the respect of human rights.

79. The disregard shown for the concept of sovereignty was challenged when a suggestion was put forward relating to the adoption of an international convention on the extradition of persons indicted for suspected human rights violations. Adherence to such a convention should be made compulsory for all States at an undetermined point in the future.

80. The role of United Nations organs in charge of ensuring the respect of human rights should not be confined to investigating presumed violations and to the publication of the results of investigations. Such organs should be given a mandate to intervene in cases in which it has been established that violations have taken place. (No elucidation was provided with regard to the type of intervention that would be required or the power that the organs would be given to enforce their decisions.)

81. A suggestion was made to expand the mandate of the Security Council to cover human rights questions. The Security Council should not be merely informed of the activities of the organs dealing with human rights in the United Nations. It should adopt a more active approach that would include the actual investigation of complaints. In this area, the Security Council would adopt resolutions by simple majority, without the right to veto. An objection was expressed in this regard, however. There was some concern that the members of the Security Council — especially the most powerful among them — might end up politicizing human rights and applying double standards in accordance with their own interests. It was suggested that a special organ should be created, whose members' competence and independence could be guaranteed. In either case, the supranational character of the Security Council or the new organ was an obvious advantage, as was the compulsory nature of the investigations. Mere membership in the United Nations would allow either body to carry out the required investigations; the explicit adherence of a State to a specific, internationally binding legal instrument would not be necessary.

V. Conclusions

82. Anger at the inability of the United Nations to restore the rights of the Palestinian people and to defend the territorial integrity of a number of Arab States formed the backdrop to the debates at the Hearing. It was considered that this constituted the Achilles heel of the Organization in the region. This special situation and the feelings and reactions associated with it distinguished the ESCWA region from other regions.

83. Other sources of frustration, which were certainly not unique to the region, included underdevelopment, the perceived unfairness of the international economic system, and the unsatisfactory human rights situation.

84. Despite these feelings and criticisms, support for the United Nations and the ideals it embodied was evident in all of the interventions and suggestions. Most of the criticisms levelled at the Organization related to its failure or inability to do what it should to enforce respect for its principles and fulfil the purposes for which it was created. Critics of the United Nations did not question its role or seek to weaken it; rather, they wished to reinforce it.

85. In the area of peace and security, the great Powers, and most notably the United States, were blamed for the marginalization and weakness of the United Nations.

86. In the area of human rights and governance, the undemocratic State was blamed for failing to respect human rights.

87. In the area of economic and social development, shortcomings were seen to derive from both the marginalization of the United Nations and the undemocratic character of the State.

88. When the emphasis was on peace and security, the participants emphasized that reinforcing the United Nations required the democratization of the Organization. One of the main objectives was to keep the Organization from being the instrument of any great Power.

89. The democratization of internal political systems and societies was also needed in order to guarantee the observance of human rights and the exercise of good governance. Civil society wished to see the Organization as an actor that supported their aspirations within such a framework.

90. Economic and social development should automatically flow from democratization at the internal and international levels. Fairer policy-making processes at both levels would produce policies that reflected the interests and satisfied the needs of the weakest as well as the most powerful in society.

91. Other suggestions concerning economic and social development related to policies and the institutional reinforcement of society. In the final analysis, democratization represented the broadest objective of the proposals made at the Hearing.

Annex I

Hearing for the region of the Economic and Social Commission for Western Asia, held in preparation for the Millennium Assembly of the United Nations

Programme of work

Sunday, 23 May 1999

8:30-9:30 a.m.	Registration
9:00-9:30 a.m.	Opening of the Hearing
	Statement by Hazem El-Beblawi, Executive Secretary, Economic and Social Commission for Western Asia
	Statement by Miles Stoby, Assistant Secretary-General, Coordinator of Preparations for the Millennium Assembly of the United Nations
9:30-10:15 a.m.	First session, on peace and security (Chairman, Lakhdar Brahimi)
	Introductory statements: Adnan Omran Ghassan Salame
10:45 a.m.-1:00 p.m.	Discussions
3:00-4:00 p.m.	Second session, on economic and social development (Chairman, Ismat Kittani)
	Introductory statements: Nayla Moawad Saddedine Ibrahim Hoda Badran
4:00-4:30 p.m.	Discussions
5:00-6:15 p.m.	Discussions (concluded)

Monday, 24 May 1999

9:30-10:15 a.m.	Third session, on human rights and good governance (Chairman, Mohsen Al-Aini)
	Introductory statements: Leila Sharaf Ghassan Toueini Ali Omlil
10:15-11:00 a.m.	Discussions
11:30 a.m.-1:00 p.m.	Discussions (concluded)
3:00-5:00 p.m.	Review of discussions and conclusions (Chairman, Hazem El-Beblawi)

Annex II

List of panellists and participants

Hearing for the region of the Economic and Social Commission for Western Asia, held in preparation for the Millennium Assembly of the United Nations, Beirut, 23 and 24 May 1999

A. Members of the Commission

Egypt

Adel Abdel Monhem Al-Khodary
Ambassador, Embassy of Egypt

Yehia Negm
Third Secretary, Embassy of Egypt

Iraq

Hicham Abdul-Razzak
First Secretary, Ministry of Foreign Affairs

Jordan

Anmar Al-Hammoud
Ambassador, Embassy of Jordan

Oman

Mohammed Bin Khalil Jazmi
First Secretary, Embassy of Oman

Palestine

Samih Hussein Abd Karakra
Deputy, Ministry of Planning and Cooperation

Mohammed Ghadayah
General Manager, Associations Construction and Human Resources
Ministry of Planning

Qatar

Ahmed Saleh Al-Mehnadi
Head of Economic and International Relations
Ministry of Finance, Economy and Commerce

Mohamed Nasr Al-Nasr
Director, Department of International Organizations, Conferences and Treaties, Ministry of Foreign Affairs

Ali Moubarak Al-Mehnadi
Embassy of Qatar

Saudi Arabia

Khalid Aboheimed
Supervisor, Planning and Scientific Policies

Mohammed Al-Haizan
Specialist on the economy
Ministry of Finance and the National Economy

Syrian Arab Republic

Ibrahim Issa
Ministry of Foreign Affairs

Yemen

Abdullah Ali Al-Muhalwi
Plenipotentiary, Embassy of Yemen

B. Panellists

Mohsen Al-Aini (Yemen)
Former Prime Minister

Hoda Badran (Egypt)
Alliance for Arab Women

Lakhdar Brahimi (Algeria)
Special Representative of the Secretary-General of the United Nations

Layla Charaf (Jordan)
Member of Parliament

Saadeddine Ibrahim (Egypt)
Ibn Khaldun Centre for Development Studies

Ismat Kittani (Iraq)
Special Adviser to the Secretary-General of the United Nations

Nayla Mouawad (Lebanon)
Member of Parliament
Rene Mouawad Association

Adnan Omran (Syrian Arab Republic)
Former Assistant Secretary-General
League of Arab States

Ali Oumlil (Morocco)
University Professor

Ghassan Salame (Lebanon)
Professor, Paris University

Ghassan Tweini (Lebanon)
Editor, *An-Nahar*

C. Media and public figures

Egypt

Hussein Ahmed Amin
Writer

Iraq

Adeeb Al-Jader
Former Minister

Jordan

Taher Hamdi Kanaan
Former Minister

Lebanon

Kamal Chehade
Adviser to the Minister of the Economy

Monah El-Solh
President, Dar Al-Nadwa

Edward Ghorra
Ambassador

Elias Saba
Public figure

Talal Salman
Journalist, *As-Safir*

Tahani Sendian Tleiss
Lawyer's Syndicate

Palestine

Youssef Sayegh
Economist

Syrian Arab Republic

Hekmat Nabelsi
Public figure

Yemen

Abdullah Al-Alem
Consultant

D. Research institutions

Iraq

Kheireddin Hassib
Centre of Arab Unity Studies

Farhang Jalal
Adviser on industrial promotion and management

Jordan

Sami Sonna'a
Consultant, Middle East Institute for Managing Agricultural Resources

Lebanon

Najla Hamadeh
Lebanese Association of Women's Research

Adeeb Nehmeh
Consultant on social development

Riad Tabbara
Development Studies Centre

Syrian Arab Republic

Nabil Sukkar
Managing Director, Syrian Consulting Bureau for Development and Investment

E. Academics

Egypt

Fathi Mohammed Abou-Ayana
President of Beirut Arab University

Abdul Fattah Mansour
University Professor

Samir Tanago
Professor, Alexandria University

Jordan

Mostafa Hamarneh
Director, Centre for Strategic Studies, University of Jordan

Kuwait

Khaldoun Nakib
Professor, Kuwait University

Lebanon

Roger Assaf
Professor and Director
Saint Joseph University

Fahmeya Charafeddine
Professor, Lebanese University

Assad Diab
President, Lebanese University

Dalal El-Bizri
Professor, Lebanese University

Fadia Kiwan
Professor, Lebanese University

Samir Makdisi
Professor, American University of Beirut

Mohammed Shaya
Dean of Social Science, Lebanese University

Palestine

Ali Khashaan
Dean, Jerusalem-Palestinian School of Law
Al-Quds University

Saudi Arabia

Samira Islam
Professor, Faculty of Medicine and Allied Sciences
King Abdul-Aziz University

Syrian Arab Republic

Bouthaina Chaaban
University Professor

F. Non-governmental organizations

Bahrain

Sabika Al-Najjar
Awal Women Society

Egypt

Taher El-Taher Shash
Arab Organization for Human Rights

Mohamed Mahmoud El-Said
Arab Non-governmental Organization Network for Environment and Development

Samar Labbad
Executive Director, Arab Society of Certified Accountants

Mohamed El-Sayed Said
Cairo Centre for Human Rights Studies

Jordan

Emilie Nafaa
President, Arab Women Organization of Jordan

Ghaleb Barakat
Institute for Planetary Synthesis

Shadia Nusseir
Jordanian Hashemite Fund for Human Development

Lebanon

Hassan Merhbi
Assistant General Secretary, Arab Lawyers Union

Toufic Ousseiran
Committee Coordinator of non-governmental organizations in Lebanon

Layla Baalbaki Harb
Vice President, Lebanese Association for Human Rights

Wa'el Kheir
Executive Director, Lebanese Association for Human Rights

Norma Melhem
Lawyer, Lebanese Association for Human Rights

Alice Keyrouz Sleiman
Lawyer, Lebanese Association for Human Rights

Ezzeddine Ezzeddine
Executive Director, Lebanese Association for the Welfare of the Handicapped

Linda Matar
President, Lebanese Council of Women

Malek Ghandour
Lebanese Environment Forum

Layla Salhab Karami
President, Lebanese Working Women's Association

Habib Abou Nafeh
Middle East Coordination of Catholic Students' Movement

Jean Younes
Coordinator, Middle East Coordination of Catholic Students' Movement

Wafa'a Bchara
Legal Adviser, Renaissance Women's Gathering

Zaheya Hitti
Adviser, Renaissance Women's Gathering

Moussa Charafeddine
General Secretary, Union of Organizations for the Mentally Handicapped

Alia Al-Husseini
National Coordinator, World Conservation Union

Farouk Mawlawi
Regional Director, World Information Transfer

Elias Metri El-Halabi
World Students' Christian Federation

Palestine

Izzat Abdul Hadi
Bissan Centre for Research and Development

Souheil El-Natour
President, Palestinian Cultural Democratic Forum

Saudi Arabia

Farida Allaghi
Arab Gulf Programme for United Nations Development Organizations

Syrian Arab Republic

Souad Bakkour
President, Syrian General Federation for Women

Yemen

Amal Basha
Sisters Arab Forum

G. Private sector

Lebanon

Elias Ghantous
Assistant Secretary General
General Union of Chambers of Commerce, Industry and Agriculture in Arab Countries

Fouad Sayed Ahmed
General Secretary, Union of Arab Banks

H. United Nations system of organizations

United Nations

Sulafa Al-Bassam
Chief, Regional Commissions, New York Office

Habib El-Habr
Deputy Regional Director
Regional Office for Western Asia, United Nations Environment Programme

Tanja Thonhauser
Associate Protection Officer
Office of the United Nations High Commissioner for Refugees

Christian de Clercq
Senior Adviser, United Nations Development Programme

Haifa Shaker Abu Ghazaleh
Regional Programme Adviser
United Nations Development Fund for Women

Atef Mohammed Khalifa
Director, Country Support Team for Arab States and Europe
United Nations Population Fund

Ahuja Kumar Rajendra
World Food Programme

Specialized agencies

Azita Berar-Awad
Deputy Director, International Labour Organization

Omar Ben Ramdhane
Food and Agriculture Organization of the United Nations

Mohammad Ishaq Al-Khawashky
Special Adviser to the Regional Director
World Health Organization

Abdelhay Mechbal
World Health Organization

Ezzedin Shamsedin
Adviser to Executive Director, World Bank

Mahdi Al-Hafedh
United Nations Industrial Development Organization